

# S.The Signal

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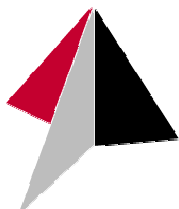
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## TELSTRA EBA CAMPAIGN

Given that the talks are not making the required rate of progress as yet, the union is considering the position and considering recommendations on how to proceed from here.

Membership meetings are being held in all states, to report to members and seek their views on the options available.

Clearly the main options for members to consider are:

- \* accept Telstra's offer as is,
- \* respond with further initiatives (compromises) from CEPU on the key issues where possible,
- \* re-initiate legal, protected industrial action and other action, (public, political etc), as appropriate

We will keep you informed. In the meantime the membership meetings will continue.

## THE NBN MESS – Who must share the blame?

Some of the large Telstra institutional shareholders are attempting to whip up a storm about the Federal Government's NBN proposal.

In the midst of this fuss, there are certain facts which can easily be forgotten or covered up.

Much of the mess in Australia's telecommunications today has its origin in the privatisation of Telstra. Many of the difficulties being experienced could have been relatively easily solved had Telecommunications in Australia remained in Government hands.

Let us not forget that the then-Managers and Board of Telstra campaigned vigorously for the privatisation of Telstra mainly for their own interests.

Let us also not forget that the monumental failure of Telstra's NBN campaign and its bid for the

Please check details of your nearest EBA meeting as some dates have changed

### TELEPHONE HOOK-UPS

COUNTRY BASED MEMBERS:  
**TUESDAY 27 OCTOBER 7PM (Tel & Pin Nos to be advised)**

### CBD METRO

**TUESDAY 20 OCTOBER 2009.**

**12 Noon - 2PM: – 12.15PM to 1PM & 1.15PM to 2PM**

**SCOTS CHURCH HALL, 99 Russell St, (Rear of Church)**

**THURSDAY 22 OCTOBER 2009**

**12 Noon - 2PM — 12.15PM – 1PM & 1.15PM to 2PM**

**COOPERS INN 282 Exhibition St. (1<sup>st</sup> Floor Bluestone Room.) (Corner Lt Lonsdale St)**

### OUTER METRO

**WEST: 7PM TUESDAY 20**

**OCTOBER 2009: WERRIBEE**

**COMMUNITY CENTRE, 4 Synnot St ext. (Room 2)**

**NORTH: 7PM THURSDAY 29**

**OCTOBER 2009: PRESTON**

**MASONIC HALL 382 Bell Street**

### BRANCH MEETINGS

**BRANCH GENERAL MEETING**

**WEDNESDAY 28 OCTOBER 6PM**

**BRANCH COMMITTEE OF**

**MANAGEMENT: WEDNESDAY 28**

**OCTOBER 6PM (following General Meeting)**

NBN, was as a direct result of the stupid decisions of the then Telstra Board and Management.

Currently Telstra are reaping what they have sown, and they want to blame everyone else for the difficulties Telstra now faces.

They also want everyone else to pay for it, including their EBA, AWA and ITEA workforce.

The first thing that the shareholders should do is to remove the Senior Managers and Board Members who were the architects and "implementers" of such bad behaviour and strategy.

When that is done then you can begin to genuinely repair the damage. To simply compound the problems by the "see no evil, hear no evil, speak no evil" attitude to itself and its "new" shareholder

campaign, seems to indicate that the Telstra Board and Management have learnt nothing from their experiences.

### NEW MEMBERS NEEDED

#### – Act In Your Own Interests

In the EBA talks and campaign we have been attempting to significantly improve the conditions for EBA based employees into the future.

In addition we are trying to prepare the way for ECA, ITEA and AWA employees to move to the EBA at the earliest opportunity, so that they can improve their lot.

If you are not a member currently, then now is the time to join and help us to help you. The more employees we speak for, the more effective we will be.

Many employees have joined since the EBA campaign began but there are still plenty who have not. Now is the time.

When you weigh up the benefits, direct and indirect, when you consider that your union dues are tax deductible, it doesn't cost, it actually pays to be a member.

To repeat, on top of that it strengthens up our capacity to improve your lot. Think about it and then join. Contact us on 9349 4411, fax: 9349 3488, email: [cdtsvic@victs.cepu.asn.au](mailto:cdtsvic@victs.cepu.asn.au) or through the web: [www.cepu.net.au](http://www.cepu.net.au)

### PUBLIC HOLIDAYS – KNOW YOUR RIGHTS

Telstra have advised employees in some places that they may be required to work on Melbourne Cup Day 2009. An employer can request an employee work on any public holiday. However, an employee can refuse to work on a public holiday if they have a reasonable circumstance for doing so.

A number of facts are considered when deciding if a refusal is rea-

sonable including:

- 1 the type of industry the business is in
- 2 the operational needs of the business
- 3 whether the employee is full time, part time, casual or a shift worker
- 4 the terms of the employee's workplace agreement or award
- 5 the employee's personal circumstances, such as family responsibilities
- 6 if the employee is entitled to any penalty rates
- 7 the amount of advance notice given by the employer or the employee

What you should do:

Advise your manager in writing that you are unavailable for work on that day with a brief reason. This applies to all public holidays, not just cup day.

If your Manager does not respond to your refusal in a reasonable time it is important that you advise the CEPU so we can have the issue decided by Fair Work as soon as possible.

**Note:** Telstra does not make the final decision if your refusal to work is reasonable. That is decided by Fair Work Australia considering all the circumstances.

### WOULD YOU GIVE TELSTRA \$2900 PER YEAR?

#### What could you do with \$2900?

**Pay off your credit card, reduce your mortgage, pay down your HECS debt, make extra payments on your car or personal loan, have a holiday, save for a housing deposit?**

**So far over 85% of respondents (union & non-union) to the CEPU Survey of Telstra Employees have told us that they regularly work 2+ hours per week unpaid in order to meet**

**unreasonable targets or to resolve customer issues. This unpaid overtime that you are working equates to an average \$2900 per year that should be in your pocket.** What could you do with that money? What difference would that make to your life in an economic downturn?

We believe the practice of 'encouraging' unpaid overtime in Telstra has helped Telstra outperform the competition, push up profits and remain Australia's largest telco. Telstra has created a system of rewards and punishments that gives managers strong incentives to demand such unpaid work. It is the worst type of US management fad that we have seen in Australia. In the process, the company has cheated Telstra employees out of hundreds of millions of dollars a year in unpaid overtime as well as denying them a pay rise through renewal of the enterprise agreement.

What can you do?

### **First, STOP donating your time to Telstra! STOP TODAY.**

Then contact the CEPU at [cepu.member.services@gmail.com](mailto:cepu.member.services@gmail.com) to obtain a Survey ID No: and a link to the survey. Many workers have already completed the survey but we want many more so we get an even better picture of what is happening.

### UNPAID OVERTIME:

- 1 Is an OH&S issue.
- 2 Is illegal under your award.
- 3 Is an economic issue for you and your family.
- 4 Is a taxation issue, and affects the whole community.
- 5 Is worth millions of \$\$\$ in Telstra alone.
- 6 Is an issue for shareholders.

**Make a decision to stop working for free today!**

**LEN COOPER**  
**Branch Secretary**