



CEPU Telecommunications & Services Branch  
1<sup>st</sup> Floor, 139 Queensberry Street  
MELBOURNE VIC 3000  
Ph: (03) 9349 4411  
Fax: (03) 9349 3488  
Email: [cdtsvic@victs.cepu.asn.au](mailto:cdtsvic@victs.cepu.asn.au)

## fact sheet

### Telstra Concession Day

Following successful action by the Unions during the Award Stripping Back process in 2002, the "Telstra Concession Day" is now an Award condition. However, the Award does not determine the actual day to be selected.

During the EA negotiations in 2002, the CEPU was given an assurance that Telstra policy would be modified by 1st January 2003 to provide for the following:

- an employee would first have the freedom to choose a day that suits them. Although Management has to finally approve this day, they cannot direct the employee to take another day unless it is between the Christmas and the New Year holidays
- In the event that the employee does not choose a suitable day, Management must nominate a "default day" on a business day between the Christmas and New Year holidays

Telstra's assurances on this issue have been provided to the CEPU in correspondence, a copy of which is reproduced below.

By agreement between Telstra and the CEPU this correspondence was submitted to the Australian Industrial Relations Commission during the proceedings to certify the 2002-05 Enterprise Agreements.

The following is a copy of the letter received from Telstra on 13 November 2002:

*To: CEPU,  
Attention Mr C Cooper  
Dear Mr Cooper.*

***Telstra Concession Day***

*Telstra commits to the CEPU that it will amend its policy in respect of the taking of the Telstra Concession Day, by no later than 31 December 2002, in a manner which ensures that it complies with the following conditions:*

*Telstra will provide individual staff members with the freedom to choose a day as their additional holiday each calendar year. This day can then be granted on a date convenient to the individual staff member, subject to approval by the manager that the date is suitable*

*The additional holiday must be taken within the eligible calendar year. It cannot be accumulated or paid out.*

*In the event the employee does not choose a suitable date for the employee to take the additional holiday, the default position shall be that the additional holiday will be taken on a normal business day between the Christmas public holiday and the New Years Day public holiday in the calendar year it falls due. The exact timing of the holiday during this period will be determined by management on the basis of business needs (which is anticipated will vary throughout Telstra).*

*Telstra consents to this letter being submitted to the Australian Industrial Relations Commission along with the applications to certify the Enterprise Agreements.*

*Yours faithfully,*

*Signed*

*Brian Stapleton*

*General Manager, Workplace Relations*