

# S.The Signal

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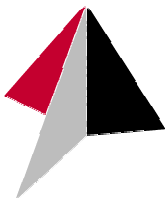
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## NEW MEMBER RECRUITMENT - CUT OFF DAY EXTENDED!

Due to a great response, we have decided to extend the cut off day for joining and getting the union dues discount and going into the draws for the flat screen TV's

The new cut off date is close of business on Friday 31<sup>st</sup> of October 2008.

You are reminded that for employees to vote in an industrial action ballot and to take part in the legal, protected industrial action, they must be a union member. Only union members on the EBA and union members on expired AWAs can legally take part in the ballot and the action.

We are calling on all non-members to join and help us secure a good EBA and an acceptable pay increase. The real cost of living increase for 2007/08 was 5.7% and rising.

If you become a union member any time between now and the 31<sup>st</sup> of October, you will:

- \* get a discount start-up union rate for the first half of a year's membership, (and remember, everyone's union dues are fully tax deductible).
- \* go into a draw in the run-up to Christmas for a new flat screen TV, and second draw of an outdoor table top heater (ideal for BBQs etc).

The current union rates are based on a percentage of salary as follows:

**CATEGORY A \$19.80 per fortnight**

Based on salary equal to or greater than \$64,798

**CATEGORY B \$18.00 per fortnight**

Equal to or greater than \$52,522, less than \$64,798

**CATEGORY C \$14.40 per fortnight**

Equal to or greater than \$37,147, less than \$52,522

**CATEGORY D \$7.20 per fortnight**

Based on salary less than \$37,147

Your discount startup rate would be \$7.20 per fortnight, Category D for two quarters, and then you move to the actual rate based on your salary as above.

If you pay annually you receive a 10% discount on your annual dues. This is a discount available to all members.

Sign up with the union and be part of the campaign to win an EBA which will benefit us all.

For current members, if they help sign up a new member they will go into the drawer for another Flat Screen TV and they will get 2 free movie tickets for every new member they help sign up.

Build and strengthen our membership to secure a good EBA.

## REMINDER: TELSTRA'S THIRD RATE, NON-NEGOTIATED ECA STILL THIRD RATE AND RISKY FOR YOUR FUTURE.

Telstra apparently are still hoping and wishing that they can still have some employees, if not all employees, pick up their so-called Employee Collective Agreement (ECA).

Apparently they are promising to change the model which has now been rejected three times by employees.

Any change will be minimal because they wish to retain the fundamentals

of their Part A/Part B ECA, because it enables them to cut wages, conditions and rights into the future.

We again remind you of some of the major problems with Telstra's non-negotiated ECA.

- \* Cost of living increases at present are 5.7% and growing.
- \* Telstra is refusing to allow you to have the Arbitration Commission available for settling disputes – they will be the judge, jury and executioner.
- \* Telstra totally controls the performance management system and performance pay system, and do and will, use it to your disadvantage with no checks and balances.
- \* Telstra will use the facilitative clauses to change your hours of duty, your span of hours and your days in the week.
- \* Telstra is not offering to protect the current redundancy agreement. In fact if you support their ECA you will be removed from the protective elements of the agreement.
- \* Once adopted the ECA would be used to manipulate major downgrades of positions across the board, without any recourse for employees.
- \* The Part A and Part B model guarantees that the more expensive Part A employees will be managed out of the business, in favour of the cheaper Part B employees.
- \* In a non-union agreement the constraints against effective union representation and involvement are considerable.

**Who would want to pick up a shonky deal like this?**

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

### **CEPU's EBA IN TELSTRA MEETINGS for members and other staff**

\* **CBD METRO**

**TUESDAY 14 OCTOBER 2008 - 12.15PM to 12.45PM; 12.45PM to 1.15PM; 1.15PM to 1.45PM**  
**SCOTS CHURCH HALL, 90 Russell St, (Rear of Church)**

**THURSDAY 16 OCTOBER 2008 -12 Noon TO 2PM**  
**COOPERS INN 282 Exhibition St. (Corner Little Lonsdale St)**

\* **OUTER METRO**

**SOUTH EAST: 7PM TUESDAY 14 OCTOBER 2008: CLAYTON - 47 HENDERSON ROAD**

**WEST: 7PM WEDNESDAY 15 OCTOBER 2008: WERRIBEE COMMUNITY CENTRE, 4 Synnot Street extension, Werribee**

**NORTH: 7PM THURSDAY 16 OCTOBER 2008: PRESTON MASONIC HALL 382 Bell Street**

\* **Items for discussion:**

**The real reason Telstra walked away from the talks**

**The critical EBA issues yet to be secured by unions**

**The formal bargaining period and the union's log of claims**

**The planning for any industrial/political/public campaign that the Telstra Management may force us into**

**Please use these opportunities to be involved in your EBA, which is vital to your conditions at work and your living standards.**

### **COUNTRY BASED MEMBERS TELEPHONE HOOKUP RE EBA**

**TUESDAY 21 OCTOBER 2008 at 7PM.**

**As part of the Branch programme to provide more opportunities for members to get their issues considered by the union, a country-based members' out-of-hours telephone hookup has been set up (at no cost to participants). It's very easy to participate, simply dial in. The **contact no is 1800 333 803, pin no. 3218#**. This forum is your chance to have a say on the issues that affect you – please join us.**