

“EBA = Respect” Campaign Member Information Bulletin



Australia Post EBA7 claims: no respect for the truth

Australia Post has bent the truth to breaking point in a series of desperate attempts to justify their delays in agreeing to a fair EBA.

Yes, everyone knows your Union has met with Australia Post to negotiate a fair EBA.

But we will not be bullied into signing a document that shows NO RESPECT for our members' genuine claims.

For the first time in ages, Post have spun out three SIBs on the EBA in one week – against a wall of management silence in Post workplaces, because even managers tell us they don't believe in this EBA. Some of Australia Post's "spin":

- **Delaying the Pay Rise.** Australia Post says they want to pay you a fair pay rise. Back on 3 July, your Union wrote to the Managing Director and said our members want: "a higher pay offer to compensate for the delay in resolving this EBA". We've said, if you can't back pay, offer a bigger first year pay rise. Simple. But they don't want to.

Ask yourself this: why would a union refuse to sign an EBA -- for "unknown" reasons -- that would delay a pay rise? Answer: because we can't recommend an EBA that's not in your interests, and that, on balance, we think will make you worse off in the future.

- **Lies on penalty rates.** In Australia Post's 21 August SIB they said "the unions want us to pay penalty rates to new recruits irrespective of their starting times". On 12 July, we put this in writing to Post:

"No permanent employee currently working a shift that attracts a shift penalty will lose his/her shift penalty by being forced to change nominal shift start times, where the change in time is within one hour of the current start time of the workplace/shift." (CEPU submission, 12/7/7).

If a person off the street read these two statements, how could we stop them from saying Post is lying?

- **Dodgy words on Franchising and Contracting.** Australia Post says the guarantees we seek on franchising and contracting are against "government legislation" (they don't say 'WorkChoices' anymore).

What didn't they really tell you? What they told us during the EBA talks: they want maximum flexibility to do what they want on things such as contracting out.

If they misrepresent union positions on the EBA, can they live up to the promises they give in their letters on franchising and contracting out?

- **But here's a true claim:** Post are telling you the truth when it comes to arbitration. They said: "What we won't do is allow the Commission (AIRC) to make decisions about major change..." (SIB, 21 August).

What they mean is: you have no arbitration-protection on workplace change. And because the redundancy agreement is not covered by arbitration in management's draft EBA, ask yourself – where is my job security?

We also think it does not respect your rights at work – it will make you worse off in the future.

Be absolutely clear, your Union is ready and willing to agree to a new EBA for our members. But it must be a fair EBA that provides proper, essential pay rises and guarantees on working conditions.

DON'T BE FOOLED! YOUR UNION IS FIGHTING WITH YOU TO MAKE SURE AUSTRALIA POST DELIVERS FOR YOU!

If you need information on how to be part of the CEPU's EBA7 campaign, contact your Branch on 82325166.

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CEPU Communications Division 24th August 2007