

“EBA = Respect” campaign

# Special Bulletin:



## Members' vote secures new, stronger EBA offer

The CEPU congratulates members for their support of the Australia Post EBA7 protected industrial action ballot.

Their strong stand has helped push Australia Post back to the negotiating table in an effort to finalise EBA7.

The CEPU, CPSU and Australia Post have met three times since the declaration of the ballot, with productive talks moving the parties closer together on agreement. Recent discussions resulted in Australia Post moving on the issues of pay, arbitration, job security and penalty rate protection.

**As a result of the ballot and the additional talks, Australia Post has changed its pay offer to a 16 per cent deal, with \$500 bonus.** The new pay deal provides an average annualised increase (factoring in bonus) of 5.3 per cent until December 2010. The pay arrangements will run for 39 months, from September 2007 to December 2010. The overall proposed agreement will expire on 31 December 2010.

Other crucial areas of improvement include:

- Australia Post's undertaking to extend arbitration-protection to the key areas of employee consultation and redundancy;
- An undertaking to extend arbitration-protection to underpin the proposed resolution of the long running dispute over Australia Post's application of penalty rates in Delivery; and,
- Australia Post has also undertaken that its written commitments on matters such as franchising and contracting out, provided through a series of letters external to the proposed EBA, will be backed up by the employee consultation provisions of the proposed EBA7.

Securing this significant movement in the proposed EBA7 offer would not have been possible without the support members extended through the protected action ballot.

This proposed EBA7 package is set to become a leading-edge collective agreement on both pay and conditions, when compared to other deals registered since the introduction of WorkChoices – and members should be congratulated for their efforts.

**Given the outcome of recent talks, the CEPU Divisional Executive resolved on Friday 19 October to support the proposed EBA7 in principle, and it looks forward to an agreement being finally reached subject to membership consultation and endorsement.**

### EBA7 NEXT STEPS: MEMBERS TO DECIDE

Under WorkChoices, the Federal Government's **Workplace Authority has to review the proposed EBA7.**

**Detailed information will be provided to you** – backed up by a workplace consultation process – to help you make an informed decision about whether or not to accept the proposed EBA7.

If you have any **comments or feedback**, contact the CEPU or email us at [eba7@cepu.asn.au](mailto:eba7@cepu.asn.au)

Graham Lorrain  
Branch Secretary 24/10/07