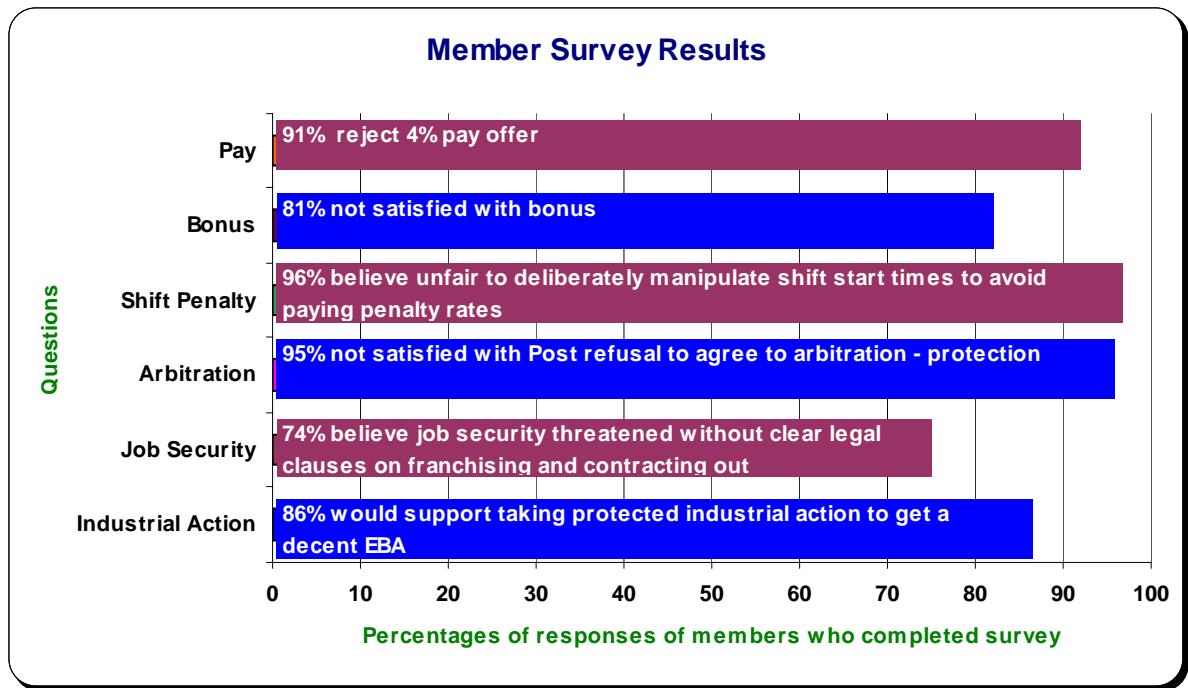


EBA7 – CEPU TELLS POST: “Enough’s enough”

Having received a clear signal from members through our EBA7 survey, the CEPU has today told Australia Post: enough is enough – it’s time to start listening.

The peak decision making body of the CEPU Communications Division – the Divisional Executive – today considered the outcome of the member survey. Thank you to all members who took the time to complete the survey and give us such strong results:



After receiving a report on the EBA, the Divisional Executive agreed that it's time Post got the talks back on track; that the outstanding issues in the EBA be fixed and that we get an agreement in place to fairly reward members.

There are only a few issues that need to be fixed – but they're important issues:

- ... we need an EBA that has **full arbitration-protection**
- ... we need to tackle Australia Post's approach to **penalty rates**
- ... we need our **legal, job security clauses** on franchising, contracting, dedicated delivery – cut by Post using a wrong interpretation of WorkChoices

We're also calling on the Managing Director of Australia Post to block the awarding of any senior executive bonuses or pay rises until after EBA7 is voted on by members.

The CEPU is calling on Australia Post to meet – in an attempt to fix the remaining EBA7 issues. We hope they will genuinely bargain.

- **If Australia Post refuses** to genuinely bargain or improve their offer, the Divisional Executive has given the green light to take the necessary steps to get **authority for protected industrial action.**

Want to send your support to the CEPU for a better EBA7 deal? Email us at eba7@cepu.asn.au

DECISION 36 – AUSTRALIA POST EBA7

“That the Divisional Executive acknowledges the clear expression of membership concern about the inadequacies of the Australia Post EBA7 offer and thanks members for participating in the EBA7 member survey.

Members have sent a clear and direct signal about what they want addressed in the negotiations for a new EBA – one that rewards them fairly with a stronger set of wages and conditions. The Divisional Executive notes the following member reaction through the survey:

- 91 per cent of members have rejected Australia Post’s 4 per cent per annum wage offer;
- 81 per cent are not satisfied with the \$500 bonus;
- 95 per cent say they won’t be treated fairly if Post blocks access to arbitration-protection;
- 96 per cent think it’s unfair that members working alongside each other receive less money for doing exactly the same work – because of Post’s actions to deliberately manipulate shift start times to affect the awarding of penalty rates;
- Members want an agreement that lasts two to three years – but more members have opted for a two year agreement; and,
- If Australia Post refuses to meaningfully address union concerns about EBA7, 86 per cent said they would support taking protected industrial action to secure their rights at work.

In workplace visits and direct contact with members across Australia, members have said they are deeply concerned about the loss of job security clauses in EBA7 – and they are also concerned about losing compensation cover for suffering injuries during trips to and from work (or during off-site meal breaks).

The CEPU calls on Australia Post to listen to the views of our members and their families, by addressing the outstanding issues in EBA7. The Divisional Executive authorises the Divisional Secretary to:

- Convene urgent talks between the CEPU, CPSU and Australia Post for the purpose of reaching a new EBA7;

- Communicate to Australia Post management the views of our members wanting a better, fairer EBA7 deal;
- Advise Australia Post that the EBA offer they submitted on 3 May 2007 cannot be accepted and will have to be improved, specifically:
 - Post will need to provide a higher pay offer due to their delay in resolving this EBA;
 - they will need to provide an agreement of two years’ duration that includes arbitration-protection and a guaranteed, enforceable resolution to the removal by management of penalty rates from full time and part time staff;
 - they must listen to employee calls for legal, WorkChoices compliant EBA7 clauses dealing with franchising, contracting and dedicated delivery;
- Take all necessary steps for the union and its members to take protected industrial action after consultation with the Branch Secretaries of the Division – if Australia Post refuses to improve their offer or refuses to genuinely bargain.

The Divisional Executive further delegates its power under Divisional Rule 37(a) to the Divisional Secretary to decide the protected action to be taken after consultation with the Branch Secretaries of the Division.

Finally, Divisional Executive notes the stated commitment of Post to secure a collective wages agreement with the CEPU and CPSU.

Should Post agree to genuinely bargain to resolve the outstanding matters on this EBA, the Divisional Secretary is authorised to call an urgent meeting of the Divisional Executive to help ratify the agreement.

That the CEPU calls on Graeme John as Managing Director of Australia Post to withhold the payment of all Executive staff remuneration increases including cash bonuses until EBA7 is accepted by Australia Post staff.”