



# Communications, Electrical & Plumbing Union

## - COMMUNICATIONS DIVISION - (SA/NT)

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### THE JOINT BRANCH COMMITTEES OF MANAGEMENT \* MONTHLY MEETING \*

The Monthly Meeting of the Communications Division will be held in the C.E.P.U. Meeting Room,  
30 - 40 Hurtle Square, Adelaide, on :-

**WEDNESDAY, 8TH MARCH, 2006, at 6:30 p.m.**

The Joint Branch Committees of Management Meetings will be preceded by the  
**Telecommunications Sub Committee Meeting** and **Postal Sub Committee Meeting**  
commencing at 5:30 p.m..

#### **AGENDA**

Minutes and Business Arising  
Financial Statements  
New Members  
Resignations and Transfers  
Dues to be Suspended, Waivered, Written Off, or Reimbursed  
Correspondence  
Business of Which Notice Has Been Given

#### **MOTION NO. 1 : LEVY FOR "YOUR RIGHTS AT WORK" CAMPAIGN—T&S BRANCH**

"In accordance with Decision 19 of the Communications Division Divisional Executive meeting held on 20th—22nd February, 2006, the T&S Branch (SA/NT) impose a levy of \$1.00 per week on each member for a period of two years commencing from 1st April, 2006, to support the "Your Rights At Work" campaign".

For information, Divisional Executive Decision 19 is reproduced below:-

*"Divisional Executive recommends that each Branch Committee of Management impose on their members a levy of \$1.00 per week for two years, to support the Your Rights At Work (YRAW) Campaign. Activities associated with the campaign include national publications, national ACTU levies, state ACTU levies, YRAW training costs and YRAW meeting costs. The costs of any national YRAW activities are to be met by Branches, whether or not they have imposed a levy. When determining the contributions of each Branch to these national costs, the contribution will be based on the pro rata financial membership of the relevant Branch, as declared at the end of the previous financial year".*

#### **MOTION NO. 2 : LEVY FOR "YOUR RIGHTS AT WORK" CAMPAIGN P&T BRANCH**

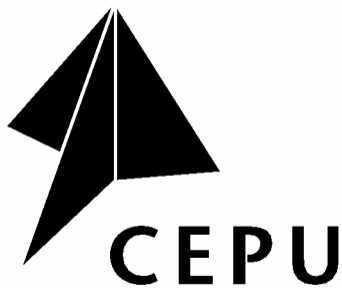
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**BRANCH COMMITTEE OF MANAGEMENT VACANCIES**

T&S Branch members are referred to the Branch Casual Vacancies listed on the attachment to this Newsletter. Members interested in nominating for any of the vacancies are to use the attached NOMINATION FORM and follow the Returning Officers instructions regarding lodgement.

**Only Financial members may vote at Meetings**

**John Lee**  
**BRANCH SECRETARY.**



**- S.A. STATE ELECTION -**

The CEPU believes that job security is vitally important for a healthy family lifestyle and secure future.

**The Howard Government's extreme Work Choice laws will make jobs less secure and working conditions worse.**

Workers will have to sign the unfair contract that can remove conditions for public holidays, rest breaks, penalty rates, overtime, annual leave and leave loading or they won't get the job. Over time hard fought working conditions will disappear.

Four million Australians will lose any protection from unfair dismissal.

**We are particularly concerned for school leavers and young South Australians.**

Young people, disabled people, and those with poor language skills are at risk of exploitation when negotiating with hard line employers and their lawyers.

These changes are being proposed when there are more South Australians in work than ever before and we have a low level of industrial disputes.

Our State laws are working well; we don't need Howard's divisive Work Choice laws.

Rann Government laws are delivering more jobs, a fair go and genuine industrial harmony.

**The Rann Government will fight Howard's extreme Work Choice laws all the way to the High Court because the new law is a disgraceful triumph for Howard's ideology over the national interest.**

**That's why we ask you to vote LABOR on Saturday, 18<sup>th</sup> March, 2006.**

**John Lee  
BRANCH SECRETARY**

PS To find out more about how the Howard Government's extreme workplace changes will impact upon you and your family, visit [www.actu.asn.au](http://www.actu.asn.au)

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**CEPU NEWS**

## **- TELSTRA REDUNDANCY AGREEMENT - ITS FUTURE -**

### **OFFICE BEARERS**

#### **T&S BRANCH :**

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##### **Branch Vice Presidents:**

Steve Cotton  
Helen Macmullen

#### **TECHNICAL DIVISIONAL SECTION Committee of Management Members:**

Greg Domeika,  
Tony Moss, Mick Giles.

#### **OPERATOR DIVISIONAL SECTION Committee of Management Members:**

Vacant.

#### **P&T BRANCH :**

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##### **Branch President:**

Bianca Dobson

##### **Branch Vice Presidents:**

Tony Lang  
Nick Townsend

##### **Industrial Officer:**

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#### **LINES DIVISIONAL SECTION Committee of Management Members:**

Shad McDonald, Steve Butterworth,  
Andrew Ramsay, Andrew Parnis.

#### **POSTAL DIVISIONAL SECTION Committee of Management Members:**

Barry Colquhoun, Dennis Carey,  
Michael Tippins, Richard Millar, Deane  
Bates, Philip Staunton, Kerrie Ramone,  
Margaret Hollis.

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#### **AUTHORISED BY**

John Lee, T&S Branch Secretary

We have received numerous phone calls from members regarding the status of the 'Telstra Redundancy Agreement - 2002' under the Howard Government's Industrial Relations (I.R.) WorkChoices Legislation. The Federal Government's Legislation is extremely complex, being over 650 pages long with over 550 pages of notes to explain it. No doubt it will be a lawyer's picnic and subject to many legal challenges.

We are not in a position to give members a definitive answer at this stage on the status of the Redundancy Agreement as there is currently a divergence of legal views which go from one extreme to another. The advice we are getting so far on the Telstra Redundancy Agreement ranges from :-

1. The new I. R. Legislation may make the Telstra Redundancy Agreement unenforceable from proclamation of the legislation. (i.e. March 2006.)
2. The Telstra Redundancy Agreement could possibly be terminated as a result of a review of old Industrial Agreements in three year's time.
3. The optimist view that there is nothing to worry about.

Although option number 2 above is possibly the most likely, clearly the tenet of the Howard Government's I.R. Legislation is to attack every employee's current working conditions and entitlements. As such, one would have to suggest that at some stage in the future we will need to defend the existing Telstra Redundancy Agreement provisions.

**John Lee  
Branch Secretary**

identify the impact on existing company policy and employment arrangements.

*I wish to reassure you that Telstra has no plans to change the redundancy arrangements before the start of Work Choices. Similarly, the current AWAs and the Enterprise Agreement continue to operate in the same manner as they do now.*

*From the start of Work Choices, the Telstra Redundancy Agreement - 2002 (TRA) will operate for a maximum three year period. During this time the TRA cannot be changed.*

*Under Work Choices Telstra, our employees covered by the Enterprise Agreement, and their representatives, may enter into a new collective Work Choices agreement some time in the future that includes redundancy arrangements. Such an agreement will be subject to employee approval.*

*Employees on individual agreements (AWAs and Common Law contracts) will continue to be covered by the Telstra Redundancy policy. The benefits of the redundancy policy are aligned with the benefits included in the redundancy arrangements for employees covered by the Enterprise Agreement.*

*If you have any questions about your terms and conditions of employment please contact your manager, consult Telstra's HR intranet site or contact the HR Helpdesk.*

*Regards,  
Andrea Grant  
Group Managing Director,  
Human Resources. "*

**Gerry Kandelaars  
BRANCH PRESIDENT**

## **- TELSTRA'S POSITION ON THE REDUNDANCY AGREEMENT -**

Below is a statement from Andrea Grant, Group Managing Director Human Resources, Telstra, sent to the CEPU members stating Telstra's position on the Redundancy Agreement in relation to the Howard Government's Workplace Relations reforms.

It should be noted that the view expressed by Ms Grant is not necessarily shared by the CEPU.

### **"Telstra redundancy arrangements.**

*Dear colleagues,*

*In response to recent employee questions regarding Telstra's Redundancy arrangements, and in light of the Government Workplace Relations Reforms, I can now provide you with an update.*

*As you may be aware the Federal Parliament recently passed the new Workplace Relations Reform legislation (Work Choices), which we anticipate will come into effect in March, 2006. We have been monitoring Work Choices to*

## **- PERFORMANCE ACCOUNTABILITIES -**

### **PERFORMANCE DEVELOPMENT REVIEW FORMS**

The Branch Office has recently written to local Telstra management to express several concerns regarding a number of performance criteria that are being stipulated in PDRP Forms handed to employees. The criteria we are particularly concerned about were :-

- \* A target of 5 Unplanned Absences (UPAs) per year.
- \* Telstra Day to be taken outside the Christmas period.

Firstly we sought details of what the management intended to do if an individual employee fails either of, or both, the above two criteria?

(article continued on page 3....)

from page 2....

We then reminded management that within the first criteria, Award based staff have a right to utilise up to 15 paid days of Personal Leave, be it Carers' Leave or Sick Leave, provided they meet certain criteria as stipulated in the Award. Any discrimination around this issue is unlawful and if it should occur, we have told the local management that the Union would take such discrimination very seriously. We have had previous experience of Telstra acting unlawfully in relation to this issue and will not tolerate any unlawful action by them.

On the second criteria cited we asked whether local Telstra management was reneging on a commitment given in a letter submitted by Mr Stuart O'Keeffe to the Australia Industrial Relation Australian Commission (AIRC), and we quote :-

1. "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.
2. The additional holiday must be taken within the eligible calendar year. It cannot be accumulated or paid out.
3. 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 Year Day public holiday in the calendar year it falls due.** The exact timing of the holiday during this period will be determined by the manager on the basis of business needs (which is anticipated will vary throughout Telstra)."

We are awaiting a response from Telstra.

**Gerry Kandelaars**  
**P&T BRANCH INDUSTRIAL OFFICER**

### **- THREAT TO RECOVER THE COST OF STOLEN TELSTRA PROPERTY FROM AN EMPLOYEE -**

The Branch Office has been made aware that Telstra has threatened to recover the cost of stolen Telstra Property (Laptop Personal Computer PC and Mobile Phone) from an employee. We find Telstra's threats highly provocative, particularly when one considers that the employee was the victim of a criminal act.

We have sought legal advice on the matter and our legal advisor has indicated that Telstra can only recover such costs from an employee where an employee has acted deliberately/wilfully, or acted criminally. In any other circumstance our legal advisor suggests that Telstra would find it extremely difficult to recover costs from an employee who was the victim of a criminal act themselves. In fact, our legal advice goes on to suggest that Telstra has no right to garnish an Award employee's wages (deduct from employee's wages/salary) without the expressed authority of the employee or an order of a court. Nor is the company at liberty under their 'Conduct and Performance Procedures' to impose a monetary penalty on an employee. We have made it abundantly clear to Telstra local management that should they proceed to garnish the employee's wages then we will have no hesitation in instituting an action to recover the said wages in the Industrial Court of South Australia or other court of competent jurisdiction.

Our advice to all members in Telstra is to contact the Branch Office immediately if any such threats are made.

**Gerry Kandelaars**  
**P&T BRANCH INDUSTRIAL OFFICER**

**- VALE -**

**Terry Roberts**  
**Minister for Aboriginal Affairs and Reconciliation**  
**Minister for Correctional Services.**

Sadly, Terry Roberts, a great friend of the CEPU and its members, passed away on the 24<sup>th</sup> February, 2006. Terry was greatly admired and respected by all who new him. We extend to Terry's family our deepest sympathies.

### **- AUSTRALIA POST'S USE OF FACILITY NOMINATED DOCTORS -**

Australia Post has been accused of 'systemic corruption', following revelations it pried into an employee's medical records and used the private company of its own chief medical adviser to assess injury claims. The Government Corporation, which employs more than 25,000 people, is pressuring sick and injured workers back to work - including harassing them at their homes, the AIRC was told. The CEPU tendered documents, showing staff were ordered to attend doctors chosen by Post to determine work fitness. The Union said the doctors were members of InjuryNet, a scheme owned by David Milecki, Post's senior medical adviser. The allegations will be the subject of a Senate hearing today. [Monday, 13/02/2006]

**ADELAIDE ADVERTISER.**  
**Monday, 13<sup>th</sup> February, 2006**

### **- RE-EMPLOYMENT AFTER REDUNDANCY -**

Telstra has advised of a change in their 'Re-engagement Policy' following redundancy as follows :-

The twelve month limitation on the employment of a former redundant Telstra employee by a Telstra supplier/contractor, has been removed.

The limitation on the direct employment or re-engagement as a contractor, of former redundant employees for a period of two years, remains.

Below is an extract of Telstra's amended re-engagement policy sent to the Union.

*Telstra Re-engagement Policy*

*Dear colleagues,*

*I would like to advise you of a recent change to the Telstra Re-engagement Policy and from today an employee leaving Telstra due to redundancy, in circumstances described below, will be able to work for a Telstra supplier at any time after exiting the company,*

*The previous 12-month limitation on the indirect re-engagement of an ex-employee through 8 Telstra suppliers has been removed, on the basis that at the time of termination*

- \* *the redundancy was genuine; and*
- \* *there was no agreement in place between the employee and Telstra, or between Telstra and another entity, to subsequently re-engage the employee.*

(article continued on page 4....)

from page 3....

*In line with our regular review of internal HR policies to ensure they are relevant, we reviewed this policy because circumstances have changed.*

*In November last year we told the market that there will be significantly more departures from the company in the next few years. As such, there are likely to be a lot more former Telstra people legitimately seeking work with Telstra's preferred suppliers*

*This change will open up an important sector of the employment market for former employees whose roles are no longer required at Telstra and allow suppliers to consider an expanded candidate market.*

*Telstra will continue to monitor the re-engagement of ex-employees to ensure that the engagement behaviour of Telstra and its suppliers is aligned to the Telstra Values, Redundancy Agreement 2002 or Redundancy Policy.*

*The prohibitions on directly re-employing a former employee within two years having been made redundant, and directly re-engaging a former employee as a contractor with Telstra within 12 months of having been made redundant, will remain unchanged.*

*The amended policy and supporting information has been published on the External Intranet site. If you have any questions contact either your' one up manager or HR Advisor*

Regards,  
Andrea Grant  
Group Managing Director Human Resources "

**John Lee**  
**BRANCH SECRETARY**

## **- HOW WRONG CAN A PERSON BE ?? -**

Below is an email we received from a Telstra member who was recently forced to take involuntary retrenchment after 26 years of loyal service to the company.

### **Background:**

Some three weeks ago this member's manager arrived in Adelaide and introduced himself face to face for the very first time. The manager then immediately asked this member to come with him to a private meeting, where he was told that his position was being made redundant. The manager then flew off to Perth to tell another unfortunate soul the same news. Our member was left in a vacuum with absolutely no local support left in place. Once we became aware of the situation we made representations to Senior Telstra Management who then ensured that some local support was put in place. Whilst we concede that the manager did the right thing and personally conveyed the redundancy message, the failure was the vacuum left behind after he delivered his message. We have been assured by Telstra that this will not reoccur, but we have our doubts. Below is the email from the member :-

"Colleagues,

*After recent events, my 26 years of coaching, encouraging & motivating staff to be professional in their approach (within the company "Telstra") no matter what task they perform, from joining a 10 pair cable or being involved with multi million dollar projects has well & truly been affected. I strongly believed & conveyed to all I have been involved with that if you put in the hard yards & committed yourself to your work you will be acknowledged & rewarded by the company.*

### **HOW WRONG CAN A PERSON BE..?**

*Due to being under resourced (like most areas) & over committed, I had accumulated a substantial amount of rec-leave. I was ordered to take approximately 4-5 weeks leave to come under the expected maximum of 4 weeks leave. Throughout this period as usual I have my phone on, answering calls & continuing site visits (whilst on leave), to cope with the work load; not to over burden my already under resourced work colleagues.*

*Two days after my official return from leave our Level 5 Manger arrived in Adelaide. I thought maybe he had got wind of the effort I had put in over my holidays securing projects & managing them as per-normal & could be here to reward me in some small way in appreciation of my time & effort.*

### **HOW WRONG CAN A PERSON BE..?**

*I was made redundant; it hit me like a brick wall. My manager flew in, informed me of my redundancy, handed me some paperwork & flew out without even as much as a goodbye after 26 years of passionate service, proud of my position & the company I worked for.*

*I have always given 110% & was convinced by my previous manager (also made redundant) to apply for the position I held as a Tech - Specialist only 12 months prior. I was successful in my application beating all that applied. I thought if I keep producing results for the company maybe I could make a difference, I thought if I could manage & coach my colleagues to be leaders in the section we worked we would be commended & would be used as examples of what could be achieved.*

### **HOW WRONG CAN A PERSON BE..?**

*Our section is divided into four main sections: QLD (17 Staff), NSW (22 Staff), VIC / TAS (15 Staff) & Western, the area I was employed, with 14 staff members. Attached is the costs & revenue associated with each section. <<Spread Sheet Supplied>>*

*As you can see (above attachment), from the area with least amount of staff, largest geographical area to cover, smallest amount of industry & population we (western regions) generated more revenue than just about all the other sections combined. Our work ethic is unparalleled by any other section, & I always believed that we might have been approached to maybe guide or help these other sections to benchmark our practices to better the output for the company.*

### **HOW WRONG CAN A PERSON BE..?**

*My final request to management is to please learn from this & encourage your workforce, not be influenced by non company consultants informing management of cost cutting, look at the effort of individuals & sections that have built this company, acknowledge the experience we have within Telstra, these people built this network & understand all facets relating to the communications industry, you have a dedicated work force, don't take what you have for granted.*

*I can remember the day the company made its first billion dollar profit & I felt as if I had a part in achieving this magnificent accomplishment. Now we are achieving 5 times that amount, great, but how draining is it on the people left in the company with the minimal amount of support & increasing responsibilities. We are trying to do more with less, stressing our staff & burning them out, stripping the individual of their drive, giving them no incentive to prosper within the company in fear of, the higher the position, the earlier the exit from the company.*

(article continued on page 5...)

From page 4...

*Therefore the best people allocated into positions are not necessarily the best suited for the position, hence the hasty decisions that are being made*

*People are only staying in the company because of the redundancy carrot, the light at the end of the tunnel. Be warned that if that incentive is taken away (redundancies) you will have a lot of future competitors enhancing the opposition throughout the nation. I always have tried to convince people what a great company Telstra is to work for.*

#### **HOW WRONG CAN A PERSON BE..?"**

On a final note. On the Friday the member was leaving Telstra he was offered employment with a Telstra contractor, and guess what?? The position would have been at the same Telstra Depot, at a desk less than 10 metres from where he had worked as a Telstra Employee. He declined this position but has subsequently found work with another Telstra contractor.

**Gerry Kandelaars  
P&T BRANCH INDUSTRIAL OFFICER**

#### **- TELSTRA TO DEPLOY NEW GAS DETECTORS -**

Telstra has recently advised the Union that is it to commence a program to replace its old "Crowcon Gas Detectors" with new "GasAlert Micro" hand held detectors.

Over the next 2 to 4 months Telstra will deploy approximately 7,200 "GasAlert Micro" hand held detection Instruments to the Telstra Services' field workforce and 700 "MicroDock" docking stations to T.S. Team Leaders.

The "GasAlert Micro" instruments are either 3-gas or 4-gas detectors, with sensors to detect a variety of gases In accordance with legislative and H.S.&E. requirements and operate In a similar manner to the "Crowcon Gas Detectors" currently used by field staff. Full training on the use of the new Gas Detection devices will be provided to Team Leaders and field CT's as the devices are deployed.

Telstra have advised that successful trials of this new equipment have been conducted In Darwin, Brisbane and the Gold Coast.

**Gerry Kandelaars  
BRANCH PRESIDENT**

#### **REDUNDANCY—THE NINE "MUST KNOWS"**

Once again Telstra staff are facing redundancies and potential redundancies in many areas. It doesn't matter whether the Telstra Management leadership is "new" or "old", or whether they are only "2 Million Dollar Men" or "11 Million Dollar Men", they have the same old "medicine" to fix everything. But it's just quackery. All it does is deliver more to the bottom line, more to the Federal Government, and less to the customers (despite the rhetoric), while the corporate managers simply get richer and richer. Never-the-less, there are things you need to know about the redundancy agreement processes and your rights.

1. **DON'T assume we know that you are being made redundant.** We do not know unless you contact us. The "Form A" notification to the Union contains very scant information and the only contact details provided is the managers' contact number.

2. **DON'T wait for formal notification of your redundancy,** or potential redundancy, to contact the Union for advice and help. Contact us as early as possible, even at the "rumours" stage. This gives us more time.
3. **DON'T just cop a loaded or unfair rating** if you're involved in a rating process for a group as part of the management processes to select who goes and who stays. The redundancy agreement with the Union says the rating process must be "fair, objective, and based on merit". You have a right of appeal against unfair selection and the Union will help you with this in order to test management's commitment to these fine words.
4. **DON'T believe there is nothing you can do.** The redundancy agreement provides a basis for taking a dispute to the Industrial Relations Commission if we believe you have a case. A period of negotiations over the potential redundancy is provided for in the agreement ( usually within two weeks of the issue of the "Form 'A' " ), and we do not accept the Corporate H.R. line that redundancy swaps are ruled out under all conditions.
5. **DON'T accept the "no swaps" argument.** We believe "swaps" are essential under certain conditions if Telstra is to meet the spirit and letter of the agreement. Contact the Union at the earliest opportunity for help on this score. Give us as much time as possible.
6. **SOMETIMES, if all else fails,** the Union can put you on to leads to get jobs outside of Telstra.
7. **DON'T accept the advice of H.R. / Management about your rights,** payout details, etc., they often get it wrong. Call us.
8. **MAKE sure you read a copy of the redundancy agreement.** It is available on the CEPU website, the Telstra intranet, or from the Union office.
9. **DON'T just ignore it in the hope that it will go away.** If you are involved in a reorganisation which will likely lead to redundancies, or you hear rumours of such, contact the Union office early, and we will work with you to try to solve problems arising.

AND START NOW TO UNDERSTAND YOUR FINANCIAL OPTIONS. SEE AN ACTU ENDORSED FINANCIAL PLANNER.

**John Lee  
BRANCH SECRETARY**

#### **- BOSSES JUNKET -**

#### **- TELSTRA BOSSES GO ON A \$1.3 MILLION TRIP BEFORE SENDING STAFF PACKING -**

Sydney Morning Herald:

Just before the Chief Executive of Telstra, Sol Trujillo, unveiled his grand plan to slash jobs and improve customer service, he splashed \$1.3 Million ( That's \$1,300,000-00 ) booking out Lindeman Island for a senior staff getaway. The staff members and their guests spent the weekend on the island in the Whitsundays last October as a reward.

(article continued on page 6....)

from page 5...

Telstra spent the equivalent of \$3,500-00 a head for the weekend away, during which the new Chief Executive and his wife, Corinne, reportedly got into the swing of things on the disco floor.

A month later Mr Trujillo unveiled his ambitious strategy to make Telstra leaner and meaner by spending \$26 Billion over five years on new technologies for customers **and cutting 12,000 jobs.**

Telstra this week revealed the cost of the island jaunt after being questioned about it during Senate Estimates last year by the Opposition communications spokesman, Stephen Conroy. Senator Conroy thought it was "obscene" that Telstra should be spending so much on such an event given its 1.4 million faulty lines and falling share price.

Telstra is expected to hold more events similar to "Extreme Lindeman".

**John Lee  
BRANCH SECRETARY**

## **- HOWARD'S WORKPLACE RELATIONS CHANGES -**

The Union and Labor movement lawyers are continuing to study the detail and impact of the Howard Government's anti worker labour laws. Whilst the intricate details and overall impact of the changes are still being studied we can summarise the general impact of the changes to the laws :-

- \* The Australian Industrial Relations Commission will be of significantly reduced value or no value at all.
- \* The obstacles to Union officials' entry to work sites will be greater.
- \* The capacity of management to force workers on to inferior individual contracts will be significantly greater.
- \* The capacity to win reasonable wage increases and decent EBAs will be significantly diminished.
- \* The management's capacity to victimise and terrorise the workforce will be significantly enhanced.
- \* The management's capacity to reduce members' wages, conditions and rights will be significantly enhanced.
- \* Unfair dismissals will be easier for management.
- \* The Redundancy Agreement could be under threat.

A contradiction we face is that workers will need Unions more than they ever have, but unless the Union can be relevant and effective there will be few reasons why workers will join or even stay members.

These circumstances are the greatest threat to unionism and workers' wages, conditions and rights that we have ever faced in Australia. If the laws are not challenged and defeated, in the long term they will bring about a further huge transfer of wealth from workers to employers and executive managers and lead to a dramatic intensification of social unfairness, disruption and poverty.

The entire Union movement and many community allies are fighting these laws and the laws will eventually be defeated. In the meantime Unions must restructure and reform in order to be strong and effective enough to defeat any employer seeking to do their worst with these laws.

**John Lee  
BRANCH SECRETARY**

## **- HOWARD'S REVIEW OF AWARDS -**

### **Workers vulnerable to losing wages and conditions under the Government's review of Awards**

In a submission to a Howard Government appointed Taskforce, the ACTU strongly supports keeping intact Australia's Award safety net, arguing that a massive reduction in industrial awards will lead to lower wages and conditions for millions of workers.

Commenting on the ACTU submission, ACTU President Sharan Burrow said :-

"It is clear that the Government's Award Review Taskforce wants to reduce the number of awards from around 1600 down to only 20 and in the process many workers will lose important conditions of employment. Each Award will be stripped back to the bare minimum of wages and conditions and potentially millions of Australian workers will be worse off if this happens. This includes workers who are directly employed under an Award as well as those who are employed under an agreement that is based on a particular Award. Workers in the retail, hospitality and health and community services industries will be particularly affected, as these are the most Award-reliant industries. Under the Award review, workers stand to lose any allowances or entitlements that are specific to their workplace as well as skill-based wages and job classifications.

For example, in the push to create one Award for the entire retail sector, workers could lose their entitlement to protective clothing for working in a cold store because the Taskforce views this as unnecessary for the majority of retail workers. And in the Taskforce's push to reduce the number of wage classifications, workers could lose the incentive to acquire new skills and to progress along a clear career path under the award.

Pay equity for women workers is also threatened.

In the same way that the Howard Government has been unable to provide any credible research in support of its new workplace laws, the Award Review Taskforce also fails to give any convincing argument for the need to massively reduce the number of industrial awards. In fact, the Taskforce greatly exaggerates the number of awards and makes a wild guess at the number of award classifications.

Unions support a rational and reasonable approach to award simplification but the fact is that much of the work has already been done. There are now only around 1600 Federal Awards - fewer than the 1900 in operation ten years ago."

The Award Review Taskforce was established in October 2005 and is due to report in March 2006.

**John Lee, BRANCH SECRETARY**

## **- JOKE FOR TODAY -**

Prime Minister, John Howard; Federal Treasurer, Peter Costello; and Industrial Relations Minister, Kevin Andrews are flying on the Executive Airbus to a gathering in Canberra when Howard turns to Costello and says, chuckling, "You know, I could throw a \$1,000 bill out the window right now and make someone very happy."

Costello shrugs and replies, "Well, I could throw ten \$100 bills out the window and make ten people happy." Not to be outdone, Andrews says, "Well I could throw a hundred \$10 bills out the window and make a hundred people happy." The pilot rolls his eyes and says to his co-pilot, "Such arrogant asses back there. Hell, I could throw all three of them out the window and make millions of people happy."

COMMUNICATIONS ELECTRICAL PLUMBING UNION  
COMMUNICATIONS DIVISION  
SOUTH AUSTRALIAN AND NORTHERN TERRITORY  
TELECOMMUNICATIONS AND SERVICES BRANCH

**ELECTION NOTICE**

Workplace Relations Act 1996

Nominations are called for:

**TECHNICAL DIVISIONAL SECTION**

**Branch Committee of Management Member (1)**

**OPERATOR DIVISIONAL SECTION**

**Branch Committee of Management Member (1)**  
**Alternate Divisional Conference Delegate (1)**

Written nominations that comply with the Rules of the Organisation must reach me not later than 12:00 noon on Monday, 3 April 2006.

Nomination forms are available on request.

**HOW TO LODGE NOMINATIONS**

**By Post:** PO Box 438 OAKLANDS PARK SA 5046

**By Fax:** (08) 8358 3287

**By Hand:** Australian Electoral Commission, 5th Floor 297 Diagonal Rd OAKLANDS PARK SA 5046

The ballot, if required, will open on Monday, 1 May 2006 and close at 12:00 noon on Monday, 29 May 2006.

***Changed Address?*** Advise the Union now.

Note: A copy of the AEC's election report can be obtained from the organisation or from me after the completion of the election.

**Stephen Gordge**  
**Returning Officer**

**6 March 2006**  
**(08) 8375 7124**

# NOMINATION FORM

## Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing & Allied Services Union

### SA & NT Telecommunications and Services Branch

**NOTE:**

1. Nominations open on 6 March 2006 and must reach the Returning Officer at his office or postal address, as shown below, **not later than** 12:00 noon on Monday, 3 April 2006. Nominations cannot be withdrawn after this time.
2. Prospective candidates and nominators should verify their financial status and any other qualifications required by the Organisation's rules prior to lodging nominations.

**NOMINEE:**

Full name (block letters):

For the office of:

Divisional Section:

We, the undersigned eligible financial members of the South Australian & Northern Territory Telecommunications and Services Branch, nominate:

**NOMINATORS:**

Full Name (block letters)

Address

Signature

Divisional Section



**NOTE: THE RULES OF YOUR ORGANISATION REQUIRE THAT A CANDIDATE BE NOMINATED BY AT LEAST TWO FINANCIAL MEMBERS OF THE SAME DIVISIONAL SECTION.**

**NOMINEES CONSENT:**

*(Print your name as you wish it to appear on the ballot paper)*

I, _____ consent to nomination for the above office for which I am eligible under the rules.
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Salutation

Please indicate preferred salutation, eg Mr, Mrs, Miss, Ms _____
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POSTAL ADDRESS:

Postcode:
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TELEPHONE:

Home :	Work :
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Mobile :	Fax :
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SIGNATURE and DATE:

Signed : _____ / /
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**NOTE:**

- \* As a nominee you will be sent an acknowledgment by return mail.
- \* It is your responsibility to ensure that your nomination is received by the Returning Officer BEFORE nominations close.

<b>OFFICE ADDRESS :</b> 5th Floor 297 Diagonal Rd OAKLANDS PARK SA 5046 Telephone: (08) 8375 7124 Facsimile: (08) 8358 3287	<b>POSTAL ADDRESS :</b> Australian Electoral Commission Returning Officer PO Box 438 OAKLANDS PARK SA 5046
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ACKD: \_\_\_\_\_ ACC.N/B: \_\_\_\_\_ ACC.B: \_\_\_\_\_