

## **HR REFUSING TO NEGOTIATE A NEW EBA**

We provide correspondence from HR about their intentions regarding EBA negotiations back in 2007 (4<sup>th</sup> October).

**“The Telstra Enterprise Agreement expires in September 2008. Telstra does not have a ‘position’ on the making of a further collective agreement with the CEPU or other unions. Telstra’s stance on a collective agreement will depend on a range of factors, including productivity and customer service benefits arising from a new collective agreement, the competitive and regulatory environment in which our business operates, and the bargaining position of the CEPU (and other unions). Without detail about any of these matters, further comment on Telstra’s position would be premature.”**

This correspondence from HR was in the context of not then knowing which party would form the federal government, and was a response to a letter from CEPU. This letter from CEPU said:

**“We are seeking to clarify Telstra’s position regarding the making of a further Enterprise Agreement to replace the current Agreement, after the expiry of the current Agreement. In particular, can you please confirm whether:**

- 1. Telstra has decided that it will not make a further Enterprise Agreement with the CEPU, CPSU, POAV and APESMA.**
- 2. Telstra has decided that it will make a further Enterprise Agreement with the CEPU, CPSU, POAV and APESMA**
- 3. Telstra has not yet decided whether it will or will not make a further Enterprise Agreement with the CEPU, CPSU, POAV and APESMA”**

**This letter from the CEPU to Telstra, was prompted by the fact that we were receiving many reports from Telstra employees, that managers, in order to pressure staff into signing "WorkChoices" AWAs, were saying categorically to employees that they should sign an AWA because there wasn't going to be a new EBA in Telstra.**

HR's response printed above says it all doesn't it?

For even more evidence that HR weren't really interested in the negotiations, we also put on record the following.

**At the encouragement of Senior Telstra Management, the unions proposed a full four days of talks in June, in order to push things along. Senior Management proposed that we work around the clock if necessary. The unions agreed and proposed the 17th to the 20th of June. HR refused. The unions proposed talks on the 24th and 26th June and HR again refused. They broke off the talks on July 1st without formal discussion. How does HR get away with it?**

Extract from CEPU Signals, bulletin to members July 22.