



Ventia Telecommunications
Enterprise Agreement

Company offer



PURPOSE OF THIS PRESENTATION

- Explain the **Company's latest offer** and details for the Vote
- The **Company, Union and Employee Bargaining Representatives** acknowledge that after months of negotiating we have reached a negotiated position for us to put the best deal possible to you.
- Although the EBA may not meet everyone's needs or expectations, we believe it to a fair & reasonable proposal
- The EBA and all details will be emailed to you
- If you have **questions** or to request any other documents:
- Ventia Intranet (InVent)
- Talk to your Leader, P&C, Employee Bargaining Reps or the Union
- **Voting – will take place on 22 April 21**



THE COMPANY OFFER: KEY TERMS

- **Same contract, same agreement** – a fair rollover of existing agreement terms with minimal change
- **3 year duration**
- **Wage increase – CPI or 1.75% each year of agreement (whichever is higher)**
- **New Hourly rates** - paid within two weeks after Fair Work Commission certification
- Key terms and conditions **unchanged** or **minimal change**
- **Allowances**—increases to allowances indexed to **CPI or 1.75%** ; all other payments, allowances and conditions will commence after Fair Work Commission approves the Agreement
- **Backpay to 1 January 2021 on Ordinary Hours-** paid two weeks after FWC certification
- **Allowances** – increases will commence after Fair Work Commission approves the agreement.



BACKPAY – FROM 1 JANUARY

- Calculated based on new Ordinary Hours from 1 January
- Indexed at 1.75%
- Values have been ‘rounded up’ and estimated out to the likely FWC certification timeframe.
- Paid as a lump sum payment (less tax) within 2 weeks of FWC certification
- Plus super contribution to your fund
- Same amount paid to each employee (per classification level) as at the day of the vote (ie same amount paid regardless of length of service or actual ordinary hours worked)

Pay Classification	Indexed at 1.75%	Back Pay per Classification (Ordinary)
Team Lead / Tech Specialist		\$571
Advanced Technician		\$529
Technician 2		\$484
Technician 3		\$430
Trainee		\$342



VOTING – PRE VOTE TEST SMS

- Independent external vote count – IRIQ will tally the results.
- Voting is confidential. Only overall yes / no votes are reported.
- You will receive an sms text to confirm your mobile number for voting purposes on the **12 April 21**
- If you do not receive a text, you must contact darren.grant@visionstream.com.au



VOTING

- The EBA and relevant documents will be emailed to you
- Also available on TheVine (intranet) or talk to your Leader or P&C
- Voting Opens: 8am 22 April (AEST)**
- You will be notified by an SMS to your mobile
- Closes: 5pm 23 April (AEST)**
- To vote, simply reply to the sms as either 'Y' or 'N'
- Results notified by **5pm 23 April AEST**



FAIR WORK COMMISSION – BOOT TEST

As part of the approval process, the Fair Work Commission (FWC) reviews the proposed EA to be satisfied that employees are “Better off Overall” compared to the relevant Modern Award.

Ventia has reviewed the proposed agreement compared to

- Telecommunications Award 2010

Ventia’s assessment is that:

- Employees are **considerably better off overall** compared to the Award
- Hourly Rates, allowances, redundancy provisions and other benefits are significantly better than the Award





