

Ref: SLD 13/86 - 29th May 2013

CWU Delegate/Activist
As Addressed.

Dear Member

We write to you about a number of issues of interest.

JOB SWAPS/REDEPLOYMENT IN A REDUNDANCY SITUATION

As a result of the last two Enterprise Agreement (EAs) in Telstra, and particularly the most recent EA (2012 – 2015), the possibility of utilising a “swap” is now agreed to and enhanced.

As a result of the “job security” agenda of the union in the EA talks, it has been agreed that everyone occupying a redundant or soon-to-be-redundant position will enter a period of seeking redeployment prior to being made redundant.

Telstra is required to provide the resources and infrastructure to try to facilitate a “suitable” redeployment.

The “swaps” process is a part of that.

Initially, in the unions view, the guide lines adopted by Telstra for governing “swaps” were too restrictive and were not negotiated with the union.

After a dispute, which went to hearing at Fair Work Australia, Telstra’s “swaps” guide-lines have been modified and made more reasonable in our view.

Basically, in summary, a swap can be agreed to, provided:

- The redeployee has the skills and requirements to perform the duties in the receiving area.
- Any training and other costs to Telstra are relatively small.
- The banding/grading of the position in the receiving area in most cases would need to be at the potential redeployee’s banding/grading level or below.
- If the redeployee accepts a job offer at a lower level than the redeployee’s current banding, they have to accept the particular pay rate for the job in the receiving area.

It must be pointed out that Telstra has the final say on whether a swap is acceptable or not.

HOW IS A POTENTIAL SWAP ORGANISED AND PROCESSED?

In normal circumstances Telstra will not put resources and effort into seeking out or arranging a potential swap.

Given this, the CWU handles the situation this way, if required:

- Member X doesn’t want to be made redundant and contacts the union office and/or officials.
- The union office/officials will advertise for members to contact the union if they are interested in a swap with member X.
- The union retains a register of members who have contacted the union and sought information about potential swaps.
- If a potential swap is rejected by Telstra, the members have the option of contacting the union for follow-up action.

OCCUPATIONAL HEALTH & SAFETY TRAINING

You may be aware that since early this year, a new OH&S Act has come into force. The new act restores many of the OH&S Representative's rights and union rights previously removed by the Howard Government.

The employer is now required to fund and facilitate the training of OH&S representatives and deputies, and the union can deliver the registered OH&S training if that is requested by Representatives and deputies.

We have written to you about this previously and we included a survey form for return to the union office. The return number of the surveys was insufficient. We again seek your response as soon as possible. *(If you have completed and returned your response from the previous survey and your position has not changed then please ignore this survey):*

Are you an official OH&S Representative?	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>
Are you an official OH&S Deputy Representative?	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>
Do you want to attend the union-provided training course eventually?	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>
Does your workplace/area have an officially elected OH&S Representative and deputy?	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>
Does it have both or just one (please indicate)?	Rep	<input type="checkbox"/>	Deputy	<input type="checkbox"/>
If there is not an officially elected OH&S Representative or deputy, do you require the union to conduct an election to establish one or both?	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>

Your name _____	Mobile _____
Your preferred email _____	
To return the questionnaire by email do not "Reply":	
1. "Forward" (do not "Reply") this email to: cwuvicts@gmail.com	
2. Delete everything except the survey table.	
3. Type your answers in the survey and click send	
4. Or FAX this page to 03 9349 3488	
5. Or scan and email to cwuvicts@gmail.com	
6. Or post to CWU (T&S) Vic, GF, 139 Queensberry St, Carlton South 3053	

ASSITANCE WITH FINANCIAL DIFFICULTIES:

You will note that we have been advertising a new service established by agreement between the CWU (T&S) Vic Branch and Credit Union Australia (CUA). The service works like this:

Jill Citizen has a mortgage of \$310,000 on her home worth approximately \$510,000 as well as two credit cards with a lending limit of \$120,000 between them, on top of a car loan of \$19,000. She is paying approximately \$3000 per month. So, after refinancing all her debt Jill now owns her car outright and is saving around \$800 on her total repayments each month.

If you have an interest in finding out whether or not you could be saving a lot of money by reorganising around mortgages, credit cards, personal loans, car loans or even earning money by getting the right information about investments, **the Credit Union is happy to make a home appointment with CWU members, completely free of any charge or obligation.**

To get this free service as a member just send us an email with your expression of interest and we will have a mobile bank representative organise an appointment with you in the privacy of your own home

or at another suitable location. The decision is yours alone.

If you enter into an arrangement with the CUA, the union receives a small marketing fee which will be paid into the union members' welfare fund to help members in distress and with other services.

We would ask that you keep this in mind and help spread the word in support of member/potential members who may need assistance in a period of financial difficulty.

MEMBER MEETINGS – Early Notification

The CWU (T&S) Vic Branch is in the process of organising another series of member meetings beginning in the week commencing 17th of June.

There will be 2 or 3 meetings in the CBD, 3 suburban meetings across Melbourne and a telephone conference for country members.

Amongst the issues to be discussed and considered are:

- OH&S Reps/Deputy Reps training and responsibilities under the new Act.
- Telstra Enterprise Agreement (EA) issues including the new fixed remuneration arrangements and the redeployment and swaps issue.
- New services for members.
- The “*Every Member Get A Member*” recruitment campaign.
- The political circumstances facing members and other workers approaching the federal election and beyond.
- General business raised by members.

The dates, times and venues for the member meetings will be notified shortly.

Yours sincerely



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