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|  | **T&S Branch**  **DAN DWYER Secretary**  **M. PO Box 415, Carlton South Vic 3053**  **A. B2/L3, Trades Hall, 2 Lygon St. Carlton South**  **P. 03 9663 6815**  **ABN 13 511 341 559** |

Ref: SLD 25/24

**CWU T&S WEEKLY BULLETIN NO 2025/18 – 18 MAY 2025**  
[**CWU T&S Branch cwu.asn.au**](https://cwu.asn.au/)  
**You're never alone when you're a union member**  
[**Click here to join CWU TS Branch**](https://cwuvic.org.au/database/cepu/cepu303.htm)

**NBN BULLYING CASE DECISION**  
In a Decision handed down this week, the FWC found that our member has been bullied at work. This followed a 3 day hearing over the past weeks. The FWC considered several remedies and decided to refer both parties to mediation in an attempt to resolve the otherwise ongoing problem. The case was run by our Branch Secretary and NBN used internal lawyers.  
The full decision is publicly available on the FWC webpage at [Application by Mr Adam Camilleri - [2025] FWC 1349 | Fair Work Commission](https://www.fwc.gov.au/document-search/view/1/aHR0cHM6Ly9zYXNyY2RhdGFwcmRhdWVhYS5ibG9iLmNvcmUud2luZG93cy5uZXQvZGVjaXNpb25zLzIwMjUvMDUvUFI3ODczMzk1NDk4NzI0NmIzOGJmYmJhLWFiMjAtNGQ5Ny04ZTg4LTA1OTlkNTY5NGE5YTQzNTc3YzIzLTUzOTEtNGVkMy1iMTc1LWRjOGUzZDc0OWZiMi5wZGY1?sid=&q=). More next week.

**NBN BULLYING – KEY FINDING**  
We will highlight several important issues below and next week. Extract from Decision: *[69] I am satisfied that Mr Fitzpatrick has repeatedly behaved unreasonably towards Mr Camilleri while at work and that Mr Fitzpatrick’s behaviour has created a risk to Mr Camilleri’s health and safety. I am satisfied Mr Camilleri has been “bullied at work” by Mr Fitzpatrick within the meaning of s.789FD(1) of the FW Act.*   [**More**](https://cwuvic.org.au/database/nswnew/bull2518.htm)

**NBN BULLYING: NOT ALL MATTERS PROVED**  
We had raised a number of issues before the Commissioner. The FWC found two proven and expressed concern at other actions. *[61 The point of difference in this case is the range of issues Mr Fitzpatrick had been raising with Mr Camilleri’s conduct in mid-to-late 2024 . I consider Mr Fitzpatrick was actively looking for issues to raise with Mr Camilleri’s conduct because of his ongoing frustration.*   [**More**](https://cwuvic.org.au/database/nswnew/bull2518.htm)

**TZV SUPPORT STAFF EBA**  
About 5 months late, and in breach of the current EBA, (despite our representations) TZV have finally agreed to commence bargaining. The first meeting is proposed on Tuesday week. Our committee members are working on the Log of claims. We intend to publish the log asap and seek comment.

**TZV SUPPORT STAFF EBA – TZV LETTER TO CWU**  
*TZV are pleased to formally notify the Communication Workers’ Union (CWU) that it has received conditional authorisation from Government to issue its Notice of Employee Representational Rights (NERR) in respect of a replacement for the Support Staff EBA*   [**More**](https://cwuvic.org.au/database/nswnew/bull2518.htm)

**MECS REVIEW**  
We are meeting with TZV on Wednesday to discuss the various proposals set out in the presentation from TZV. We met with MECS members this week and identified a number of issues. John Ellery is leading the group and is seeking representatives to attend with us. We will have a follow up meeting with members after the meeting to discuss any developments.

**CLAIM MEAL ALLOWANCE AND TA ON TAX???**  
This item suggests that you discuss these matters with your tax advisor. Remember membership fees are fully tax deductible. The ATO sets out determinations of reasonable allowances. These allowances do not need to be substantiated if incurred, and your claim does not exceed these rates.  [**More**](https://cwuvic.org.au/database/nswnew/bull2518.htm)

**GET TAX ADVICE ON MEAL ALLOWANCES**  
For the 2024–25 income year, the reasonable amount for overtime meal expenses is $37.65. Telstra for example pays a miserable $20.71 – obviously not enough to cover a meal. But you can claim the difference.  [**More**](https://cwuvic.org.au/database/nswnew/bull2518.htm)

**GET TAX ADVICE ON TRAVEL ALLOWANCES**  
The reasonable allowances vary from location to location. The rates can be found at the [**ATO TA Rates page.**](https://atotaxrates.info/allowances/ato-reasonable-travel-allowances/) If your employer does not pay the ATO rates, then you can claim the difference   [**More**](https://cwuvic.org.au/database/nswnew/bull2518.htm)

Yours faithfully,



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| **DAN DWYER** |
| Secretary |
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