

SLD 25/66

CWU T&S WEEKLY BULLETIN NO 2025/47 – 21 DECEMBER 2025

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HOLIDAY SEASON ARRANGEMENTS

We will be available over the festive season on our usual mobile numbers. However our administrative office will be closed from 22 Dec and will reopen on 5 Jan 2026. Our Union Officials can be contacted over this time if urgent assistance is required.

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ANOTHER YEAR ENDS

This is our last Bulletin for 2025. We wrote 47 Bulletins this year, each containing multiple topics. See the [Index to 2025 Bulletins](#). They are all on our web pages. We spoke to hundreds of you this year as we dealt with the issues. May we wish you the compliments of the season and we will be back again in early January 2026.

Dan Dwyer, John Ellery, Ken Hardisty.

WHAT A YEAR! – WAGE THEFT FOCUS

This year was a year of successes as we (one of the smallest Branches in CEPU) challenged the major Telcos re the interpretation of the industrial laws. Your EBA and Awards are laws. There are civil penalties if they are breached. Our Branch took the lead and sued Telstra, ESTA, Optus and Nokia over alleged breaches of the EBAs.

.... [More](#)

WHAT A YEAR – YES THERE IS MORE

We have taken up literally hundreds of issues on behalf of members. Invariably, the bosses do not want you to know the results. For example: if we negotiated some \$20,000 from an unfair dismissal settlement. These are wrapped up in non-disclosure agreements. [More](#)

YEAR IN REVIEW - SOME HIGHLIGHTS FROM 2025

April: Telstra Optical Fibre Classification: Our Branch concluded the matter with our member being upgraded from CFW4 to CFW5 – about \$11,000 pa more. The Court ordered almost \$100,000 in backpay (almost 6 years). In addition, the Court also issued a penalty of \$7,500 to be paid to our member. [See Bulletin 14](#) for more. As a result, Telstra upgraded about 35 more members and paid each significant backpay. We have claims for about 30 more members to be upgraded.

May: NBN Bullying: We successfully argued that a member was being bullied by a manager. NBN appealed but they failed. The issue is not yet complete. [See Bulletin 18](#) and [See Bulletin 37](#) for more.

Aug: Optus Shift Handover: We sued Optus in the Courts seeking payment for shift handover for 6 members. The matter was settled in mediation on terms not to be disclosed. Optus also reviewed the handover time of all other staff and have back paid those other staff who were involved.

Jan: TZV Ops EBA: After exhaustive negotiations, the EBA was finalised and approved by members. There are still issues arising and are being addressed.

Oct: TZV Uniforms: TZV is trying to revoke its previous agreement to the wearing of casual clothing on weekends. We have challenged this in the FWC and await the Decision.

May: TZV Mentoring Allowance: This was a disappointing outcome as we won the case at first instance. The Federal Court on appeal overturned our win.

Jul: Aus Post: Disciplinary Action: There are a number of disputes in NSW and Vic that occupy our time. We have had disciplinary action withdrawn and challenges others.

OPTICAL FIBRE “DECLARATION OF UNDERSTANDING”

We have written to Telstra regarding a new and highly concerning practice: requiring employees to sign a “Declaration of Understanding” before being allowed access to fibre maintenance and construction training or performing this work. If you are asked to complete this declaration, contact us. [More](#)

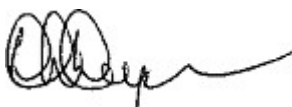
TELSTRA HFC DISPUTE

Our case is currently before the FWC. The Commission this week modified the questions to be answered. An additional question has been added. The hearing will now determine the following [More](#)

This Bulletin is sent to members of the CWU T&S Branch and some complimentary addresses.

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Yours faithfully,



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