

# Have your say

Your next Enterprise Agreement

All personal identifiable information will be kept strictly confidential



## It is your views that matter most

As we approach the nominal expiry of the Telstra Enterprise Agreement in October this year, negotiations for a new Agreement to replace it will commence shortly.

It is vitally important that you take this opportunity to have your say on this important Agreement that sets your terms and conditions of employment at Telstra.

The information collected via this survey will assist your Union in developing a log of claims and bargaining strategy that prioritises the issues that matter to you most.

Your frank views will be kept strictly confidential.

**Please complete and return this survey no later than 18 April 2018.**

**1** Your full name

**2** Your email address

**3** Your mobile number

**4** Your age group

- Under 18       18 - 24       25-29  
 30 - 39       40 - 49       50 - 59  
 60 - 69       70 and over

**5** Are you a CEPU / CWU member?

- Yes       No

**6** Are you of Aboriginal or Torres Strait Islander heritage?

- No       Yes, Aboriginal  
 Yes, both       Yes, Torres Strait Islander

**14** Are you currently grandfathered?

- Yes       No

**7** Which state are you currently employed in?

- QLD       VIC       TAS  
 NSW / ACT       WA       SA / NT

**8** Your employment stream

- Workstream       Job Family

**9** Your job type

- Office-based       Field-based

**10** What is your job title / classification / designation?

**11** Which of the following best describes your employment arrangements?

- Permanent       Casual  
 Fixed-term       Other

**12** What are your present hours of engagement?

- Full-time       Part-time (less than 36.75 hrs pw)

**13** How long have you worked for Telstra?

- Less than 1 year       1 - 2 years       3 - 5 years  
 6 - 10 years       11 - 20 years       20+ years

**15** How important are the following key conditions to you?

	Very	Somewhat	Not at all
RDOs / Flextime			
Pay Increase			
Monitoring / Surveillance			
Annual Leave & Sick Leave			
Overtime and Penalty Rates			
Hours of Work			
Protecting Your Redundancy Agreement			
Protecting WORKSTREAM			
Long Service Leave			
Fair Performance Management			
Strong Dispute Resolution			
Incentive Schemes & Bonuses			
Addressing gender superannuation disadvantage			
Domestic Violence Leave			
Genuine consultation processes			

Visit [www.cephu.org](http://www.cephu.org) if you prefer to complete this survey online

**16** What do you believe to be a fair and realistic annual wages outcome?

- 1%    2%    3%    4%    5%+

**17** is your workplace flexible around your work and family commitments?

- Yes    Somewhat    Not at all

**18** Does Telstra accommodate your needs when changing rosters?

- Yes    Somewhat    Not at all

**19** Are you mostly satisfied with the way your RDO is set?

- Yes    Somewhat    Not at all

**20** If you have a problem at work - is it relatively simple to have it fixed by your team leader?

- Yes    Somewhat    Not at all

**21** If you, or a colleague at work, have made a workers' compensation claim at any stage, do you feel that you, or your colleague, were treated with fairness, dignity and respect throughout the process?

- Yes    Somewhat    Not at all  
 Not Applicable

**22** If your job was identified as surplus to requirements tomorrow, which of the following scenarios would you prefer?

- To be made redundant  
 To be retrained and/or redeployed to another job, even if it is in a different location and / or work function

**24** To advance the best possible outcome for CEPU/CWU members, which of the following tasks are you willing to commit to?

Can you help?	Yes	No
Ask my colleagues to join the CEPU		
Become a workplace EBA contact		
Become an Authorised Union Representative (AUR)		
Distribute EBA emails and leaflets to others		
Put up notices on Union noticeboards		
Attend after-hours Union EBA meetings		
Enforce industrial bans		
Engage in strike action		

**25** If you answered YES to industrial bans and / or strike action – what particular issues would you be prepared to engage in such action for?

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**27** What three things do you like best about your work or the current EBA?

*Attach additional page for longer responses.*

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**26** What three things would you change about your work or the current EBA?

*Attach additional page for longer responses.*

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Please return this survey to your AUR or directly to the Branch Office by:

**Mail:**  
 PO Box 250  
 PARRAMATTA NSW 2124

**Fax:**  
 (02) 9893 7396

**Scan and email:**  
 feedback@cepu.org