



13 May 2019

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Bargaining – CEPU Statements

Dear Shane

I refer to the meeting with the CEPU, CPSU and Professionals Australia on 7 May. At that meeting, the Single Bargaining Unit (SBU) put to Telstra a revised pay proposal of 2.5%/year, which we have been asked to review and consider in good faith.

Our attention has been drawn to statements about the meeting, the revised pay proposal and Telstra's own bargaining position. These statements are false/misleading and in our view undermine the attempts of bargaining parties to progress discussions.

I refer specifically to the following statements by Mr Dan Dwyer (Branch Secretary, CEPU T&S Branch) in CWU T&S Weekly Bulletin No 2019/17 (dated 12 May 2019):

- (1) *"EBA talks have not gone well"* – the introduction to the online bulletin (see: <https://cwunion.net/>) makes this statement in the context of the SBU's 2.5% proposal. This is a disappointing statement on the resumption of bargaining in circumstances where Telstra has been asked to consider a proposal by the SBU in good faith. It undermines the bargaining process and the talks between Telstra, the SBU and other bargaining representatives.
- (2) *"Following our effective industrial action, Telstra approached CWU seeking talks. The bans were lifted as Telstra wanted to put an offer."* These statements are together (and separately) false. Telstra did not approach the CWU/SBU to seek the resumption of talks. Telstra did not say that the company *"wanted to put an offer"* following the industrial action on resumption of bargaining. Rather, the SBU wrote to Telstra on 22 March and advised that *"We would like to progress negotiations and have an alternative position to that provided by the SBU in the letter dated 28 November 2018"*. You are no doubt aware of the chain of email correspondence between Dhalia Khatab and my team which directly contradicts the false statement made by Mr Dwyer.
- (3) *"There is no doubt that Telstra, being a highly profitable company, a company slashing staff, a company needing commitment from the remaining staff...would offer 3% at least."* This is a false and misleading statement. We have made it very clear in bargaining that our pay position is informed by challenging competitive, financial and industry conditions. We



- formally rejected the SBU claim for a 3%/year pay claim in November 2018. We have been consistent on this (i.e. that 3% is not possible), and the position will not change.
- (4) *"Our branch and at least 2 other branches will press to have the Murphy (SBU) offer withdrawn."* Telstra is concerned that such an approach will undermine the genuineness of the bargaining process. At the very least it causes Telstra to question whether we can continue to consider the SBU's recent proposal formally when it may, according to Mr Dwyer, be withdrawn.
 - (5) *"It is clear that the selective targeted action by members...brought Telstra back to the table."* This is a false statement, completely untrue, as set out in 2 above.
 - (6) *"Union members need to decide whether the current bargaining position is endorsed. For instance, should we formally withdraw the stated offer?"* See point 4 above.

Telstra reserves all rights in relation to these statements, which in our view are false, misleading and/or undermine the good faith bargaining process.

However, given the statements have been made and published by Mr Dwyer, who is not a participant in negotiations, we also want to provide the SBU with the opportunity to respond to Telstra's concerns and consider any appropriate clarification or retraction. From this, we will consider next steps.

I would appreciate your urgent attention to these matters.

Regards

Darren

Darren Fewster