





# Secretary's message

Malcolm Turnbull and the Liberal Party have been able to scrape through the election and form government.

A resurgent Labor Party - focused on protecting Medicare, investing in education, delivering a first rate NBN, and protecting workers' rights – ran a campaign that struck at the heart of Australian values and came close to unseating a government that less than three years ago looked like they would lead for a decade.

But with the closeness of the result, this will be an unstable government, with a loose grip on power and a hostile Senate. Malcolm Turnbull will be forced to make deals with people like Pauline Hanson to get his legislation through the Parliament, and the nine other Senate cross-benchers will have their own demands to cater to.

Despite such a heavy loss of seats, and the government losing its mandate to push through measures it took to the election that hurt working families, they have already come out and said that everything from their unpopular and unfair 2016 Budget will stay.

At the election, Australians rejected these measures - they don't want Medicare privatised, they don't want a GP co-payment, they don't want funding of their local hospitals slashed, they don't want a second-rate NBN, and they don't want a \$50 billion hand out to big business at the expense of needs-based education funding.

While the government has tried to convince us that privatisation isn't on the agenda, Treasurer Scott Morrison only days after the election said that Medicare can't become a 'money pit', and we have already seen management of sensitive private health information handed over to the private sector in a \$180 million sweetheart deal with Telstra. This will be just the start as Malcolm Turnbull and the Liberals break down Medicare brick-by-brick to sell it off. You can read more about the sell off later in this edition.

Also in this edition, we see the dark road that another three years of policy failures will take workers, as the Liberal Government continue their confusing and ill planned rollout of the National Broadband Network – leaving installers deserving better treatment, and customers demanding better service.

As we enter EBA negotiations with Australia Post, the Union will undertake a major survey of members across the country to gauge which matters are most important to you. We are

expecting to fight this EBA campaign on job security, safety at work, and fair pay - but also providing quality services the public are paying for.

With the current reform process well-underway, we need to be aware of the role we play in Australia Post's future - because a sustainable Post means sustainable jobs for CEPU members.

CEPU members will feel the full brunt of a re-elected Turnbull Government, but together as a Union we

will fight every step of the way to ensure our members and their families are protected.

*“CEPU members will feel the full brunt of a re-elected Turnbull Government, but your union will fight every step of the way to ensure our members and their families are protected.”*

**Jim Metcher,  
Branch Secretary**



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**Branch Committee of Management**

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# The pyramid-contracting situation is getting worse – as is the NBN

Years of NBN policy failure have been locked in with the return of the Turnbull Liberal Government, and members building the National Broadband Network should prepare themselves for what the next three years will look like when it comes to the NBN.

We will see the rollout of out-dated technology continue, which has seen long delays, significant cost blowouts and dropped Australia from 30th in the world for internet speeds to 60th.

The cruel reality of Liberal Government policy means that every household in Australia will suffer, and the job for every worker building the network will be more difficult.

Moving from a fibre-to-the-premises model to fibre-to-the-node has meant more dodgy contracting arrangements, more delays, and more mistakes.

Instead of focusing on the construction of nation building infrastructure, big companies pushing profits and squeezing

the bottom line have hit workers and small business owners hard at the lower end of the subcontracting pyramid.

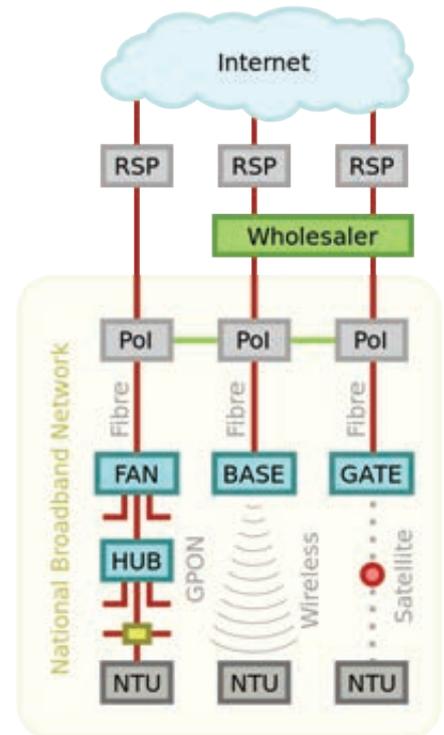
Bills are piling up for subcontractors like Karl Zakaria, who has been left high and dry by the companies that hired him, but are themselves contracted to NBN Co, which have refused to pay for work completed months ago.

Karl, despite completing cabling and pit and pipe work nearly 12 months ago in September 2015, still has not been paid, which is crippling him and his family.

This is the reality of the NBN under the Liberal Government. We have a growing number of subbies waiting for payment from larger companies, and the pyramid-contracting situation is getting worse.

But, some contractors are paying the ultimate price.

The death of an NBN installer in Katoomba has revealed the dangers of pyramid contracting - a culture that lacks



accountability for big businesses and proper training for workers.

Paul Walsh died while trying to unjam a drilling machine for which there is no training or certificates required to operate.

Mr Walsh was employed by Rockfield, who contracted to another company Visionstream, who finally contracted to NBN Co.

The Liberals and NBN Co shouldn't allow these murky contracting arrangements to continue.

They need to make sure they know what is happening at every level of the construction to ensure that the people actually building the network are not being taken advantage of.

The CEPU has taken these issues to NBN Co, and requested an urgent round table meeting to resolve the matter. NBN Co. have refused, leaving contractors struggling for basic rights and safety while at work.

This is simply unacceptable of a Government funded major infrastructure program, but likely what we will see more of under the Turnbull Liberal Government.





# Union will fight for fair deal in Post EBA

Australia Post workers will get their say in a major survey to be conducted by your Union ahead of negotiations with Australia Post on the next Enterprise Bargaining Agreement (EBA9).

**E**BA8 expires at the end of this year and Branch Secretary Jim Metcher said it was important to understand members' priorities before negotiations kick off.

"We're expecting job security, safety and fair pay to be the main priorities, but it's important to get feedback from members to understand what they want us to focus on for their EBA," he said.

On job security, Mr Metcher said a sustainable Australia Post means good, steady, sustainable jobs for CEPU members.

"You just can't build a sustainable business without employees who feel

safe and secure in their jobs – ultimately this is a business whose foundation is a professional and dedicated workforce so it is in everyone's interest that those qualities are recognised in any new Agreement.

He said the Union will fight to deliver the best possible outcome for workers, as it has in the past and will be relying again on members playing an active role in the campaign for a fair deal.

"We have strength in numbers and will deliver the best outcome for members and their families," Mr Metcher said.

We spoke with Australia Post members and this is what they had to say about their next EBA. >>



## Historic GPO buildings up for sale

Australia Post's heritage is under threat as plans to sell \$300 million of the \$3.4 billion property portfolio have been revealed.

**S**even of the historic GPO buildings are up for sale to private investors. The freehold of six GPO buildings could be transferred into an unlisted trust managed by Eureka Funds Management if plans go ahead.

The CEPU supports Australia Post's need to reform but is deeply concerned about the future sell off of GPO buildings.

The seven capital cities across Australia are home to these buildings, many of which are over 150 years old and have been fundamental to Post's 207 year old postal service.

The current plan shows a complete disregard for the heritage of Australia Post.

In its present form, the plan suggests Post will retain a

40 per cent hold in the unlisted Australian GPO Trust while private investors will take the remaining 60%.

And to make matters worse, Eureka Funds Management – a company with links to the Liberal Party of Australia, would run the trust.

The proposed plan is another reason why suspicions of Post's plan to privatise continue to grow.

In its struggle for fiscal sustainability, Australia Post has already given up so much: the slowing down of letter services, tiered pricing for regular mail, cutting 900 jobs and a failed attempt to introduce a \$9 fee for uncollected parcels.

It's a shame GPO buildings are next in line to be cut.



*“ Our Union secured a fair deal in 2013 and I know they’ll do the same again this year – job security is the main thing for me. ”*

**Belinda Bateup**, Nepean Business Hub Delivery



*“ A fair pay rise would be good – just to recognise the hard work we do but also the cost of living keeps going up and we struggle sometimes to get all the bills paid. ”*

**Pania Stephens**, Sydney Parcels



*“ Australia Post has to commit on safety for all its workers, they also need to pay us a fair wage for a fair day’s work. ”*

**Hillal Lozi**, Silverwater Business Hub Vans



*“ The fact is that we’re doing more with less – we’re working hard and being asked to do more, and that’s got to come with reward. ”*

**Patrick Edgerton**, Sydney Transport



*“ It’s time for a fair pay rise to help us keep up with the cost of living. ”*

**Rita Menchin**, Parramatta CBD Post Office



*“ With mail decline continuing, we need some certainty around our job security. ”*

**Peter Psomas**, Sydney West Letters Facility



# Annual leave – an empty entitlement for Telstra workers

All permanent workers in Australia are entitled to accessible annual leave each year. Four weeks of it in fact. But for Telstra field workers, receiving approval on even one day of leave seems impossible.

According to a number of CEPU members, Telstra is denying annual leave to field workers due to severe understaffing and the recent condition that only one employee can take annual leave at any one time.

Considering Telstra's one at a time condition, team sizes should not exceed 13 employees – and that's only if there's one employee on annual leave at all times.

However, due to massive job cuts over the last couple of years, the area field workers cover has increased and team sizes have grown to over 20 employees.

"How can our members expect to make holiday bookings when Telstra cannot

provide reasonable access to leave?" said Branch Assistant Secretary Shane Murphy.

"Some members have applied for annual leave three or four times, only to be knocked back.

"Annual leave is important for the health and wellbeing of employees and has been proven to improve productivity – to deny deserving workers their entitlement to annual leave is not only unfair, it's also unwise," Mr. Murphy said.

Your Union has sought urgent talks on the matter with senior management, who have been reminded of their obligation under the Fair Work Act to make annual leave entitlements accessible.



Telstra are not above the law, and if the matter is not resolved, it may proceed to the Fair Work Commission.

Members are advised to contact the Union immediately if their having difficulty accessing annual leave at Telstra.

## Telstra workers to be pawns in Turnbull's Medicare privatisation plan

In Malcolm Turnbull's most recent attack on public health, the management of sensitive private health information will be handed over to the private sector in a \$180 million deal with Telstra.

In yet another big-business cash-out, the sweet-heart deal with Telstra will see them take charge of a national cancer screening register, managing the records of all Australians with cervical and bowel cancer and HPV.

Branch Secretary Jim Metcher said that with existing experience in the sector, handing over to Telstra didn't make sense.

"Telstra workers don't want to be the foot soldiers in Malcolm Turnbull's war on Medicare," Mr. Metcher said.

"Mr Turnbull has pushed out the experienced not-for-profit organisations that have been providing this service for years and put it into private hands.

"This is just another example of Malcolm Turnbull putting big business ahead of the public interest.

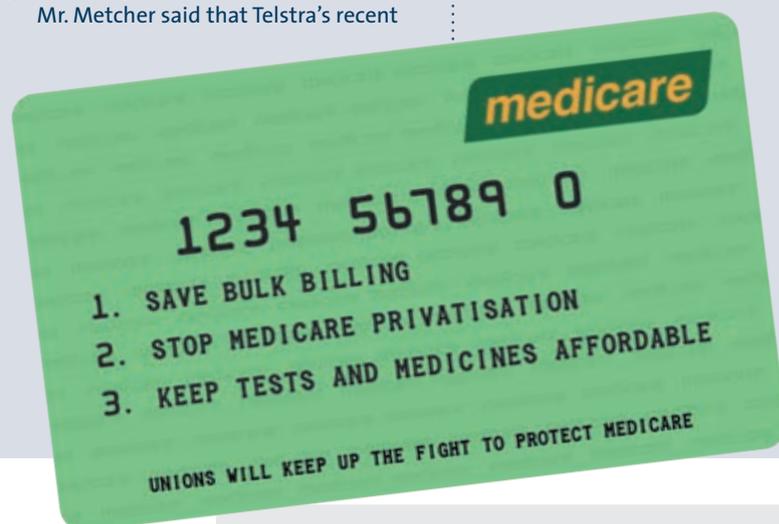
"The Turnbull Government is dismantling Medicare brick by brick and handing our sensitive health information over to the highest bidder.

"Telstra is notorious for off-shoring their own customers' sensitive information and we have seen no detail around any safeguards that would be in place to protect our private health information."

Mr. Metcher said that Telstra's recent

service issues raised questions about their ability to manage sensitive information.

"Multiple major outages in just a couple of months has seen Telstra's standing and trust in the community damaged, and now they are being given hundreds of millions of dollars to manage and protect the health records of millions of Australians."





# Employees at Visionstream Telecommunications (formerly SilcarTelepower) **have rejected a proposed Enterprise Agreement**

The new Agreement was put to a vote on in May. There was good participation in the ballot, with 89% of those eligible to vote doing so. The outcome of the vote was 44% voted YES and 56% voted NO.

The CEPU contacted members with a view to determining which areas of the Agreement need to be prioritised when discussions with Visionstream management resumed.

And they have sent some clear messages about why they rejected the proposal in May.

Provisions identified to date as requiring improvement include those relating to standby rosters, planned overtime and the ability for management to require employees to take a portion of their annual leave during periods where there is a lack of work.

The proposed creation of an on-call roster emerged as the single most “very important” issue, though respondents were divided on whether they wanted the roster or not. Planned overtime and shortage of work provisions followed close behind.

Respondents were also unimpressed with the pay rise which, as it stands, delivers 2.5% per year for the first 2 years and 2.5% or CPI, whichever is higher, in the 3rd year.

The CEPU reported on the results of the survey at a meeting with the company in late May where management has undertaken to consider what changes might be made to the agreement, especially in relation to the key issues identified, in order to make it more acceptable to employees.

Negotiations are continuing during June, July and into August to try and reach agreement for employees to consider for the second time.

With the recent redundancies, your Union wants to ensure a new clause is contained in any new offer that protects members from being contracted out.

**COMMUNICATIONS, ELECTRICAL, PLUMBING  
UNION OF AUSTRALIA  
POSTAL AND TELECOMMUNICATIONS BRANCH NSW**

**CONCISE FINANCIAL REPORT  
FOR THE YEAR ENDED 31 MARCH 2016**

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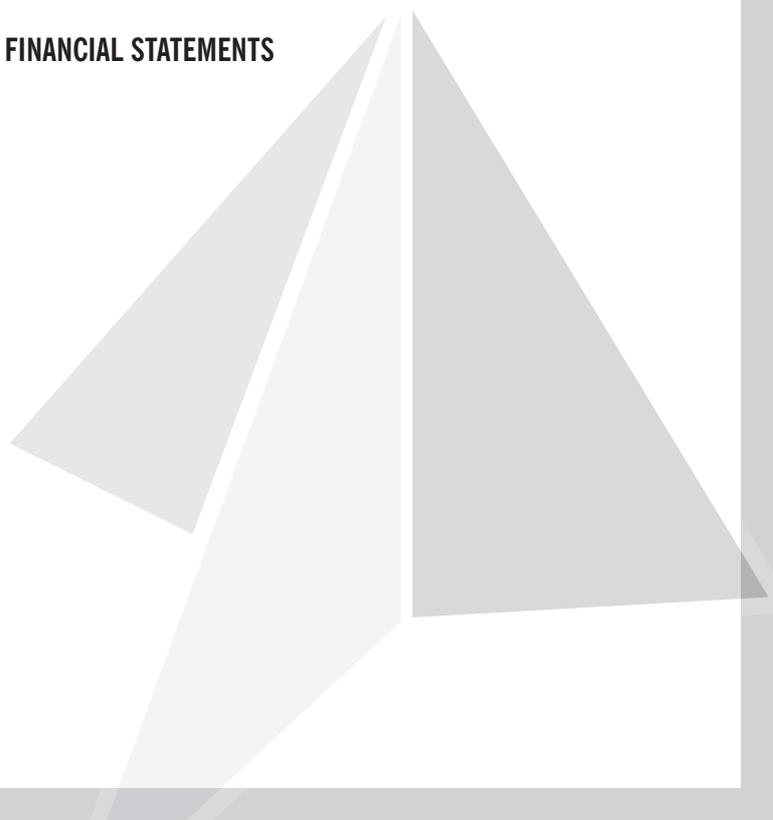
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**COMMUNICATIONS, ELECTRICAL, PLUMBING UNION OF AUSTRALIA  
POSTAL AND TELECOMMUNICATIONS BRANCH NSW  
CONCISE FINANCIAL REPORT FOR THE YEAR ENDED 31 MARCH 2016**

## OPERATING REPORT

Branch Committee of Management report in accordance with section 254 of the Fair Work (Registered Organisations) Act 2009 for the year ended 31 March 2016.

### Principal Activities

The principal activity of the Communications, Electrical, Plumbing Union of Australia, Postal and Telecommunications Branch NSW was that of a registered Trade Union.

There have been no significant changes to the way the Union has carried out these activities during the last financial year.

### Operating Result

The operating surplus for the Branch for the year ending 31 March 2016 is \$449,089 (2015: \$102,247).

### Significant Changes

There have been no significant changes to the operating costs of the Branch in the last financial year.

### Rights of Members

Members have the right to resign their membership of the union by giving written notice of resignation to the Branch Secretary. This written notification is accepted subject to the rules of CEPU and in accordance with section 174(1) of the Fair Work (Registered Organisations) Act 2009. In accordance with section 174(1) of the Fair Work (Registered Organisations) Act 2009 a member of an organisation may resign from membership by written notice addressed and delivered to a person designated for the purpose in the rules of the organisation or a branch of the organisation. There was no change to this rule during the year.

### Membership Numbers

- (1) Under section 230 of the Fair Work (Registered Organisations) Act 2009 the number of persons recorded in the register of members and who under section 244 of the Fair Work (Registered Organisations) Act 2009 are taken to be members of the Branch of the Union as at 31 March 2016 was 8,176.
- (2) The number of persons, both full-time and part time employees measured on a full-time equivalent basis, employed by the Branch as at 31 March 2016 was 11 (2015: 13).
- (3) The names of persons who have at any time during the financial year ending 31 March 2016 been members of the CEPU P & T NSW Branch Committee of Management and periods they served on the branch committee are as follows:

POSITION	NAME	PERIOD
Branch President	Rod Baxter	1/4/2015 – 31/3/2016
Branch Vice Presidents	Maureen Morris	1/4/2015 – 31/3/2016
	Max Wiley	1/4/2015 – 31/7/2015
	Peter O'Connell	1/8/2015 – 31/3/2016
Branch Secretary	Jim Metcher	1/4/2015 – 31/3/2016
Branch Assistant Secretary	Shane Murphy	1/4/2015 – 31/3/2016
Branch Organisers	Peter Chaloner	1/4/2015 – 31/3/2016
	Gil Enzon	1/4/2015 – 31/3/2016
	Tan Kien Ly	1/4/2015 – 31/3/2016
	Aaron Stockdale	1/4/2015 – 31/3/2016
Lines & General	Max Catania	1/4/2015 – 31/3/2016
Sectional Representatives	Peter O'Connell	1/4/2015 – 31/7/2015
	Michael Stanbury	1/4/2015 – 31/7/2015
	Steve Worsley	21/5/2015 – 31/3/2016
	George Deligiannis	1/8/2015 – 31/3/2016
	Tony Damjanovski	1/8/2015 – 31/3/2016
Postal	Ramon Gammad	1/4/2015 – 31/7/2015
Sectional Representatives	Geoffrey Johnson	1/4/2015 – 31/7/2015
	Aaron Robertson	1/4/2015 – 31/7/2015
	John Amatto	1/4/2015 – 31/7/2015
	Paula Houghton	1/4/2015 – 31/3/2016
	Brandon Lam	1/4/2015 – 31/7/2015
	Gregory Rayner	1/4/2015 – 31/7/2015
	James McCallum	1/8/2015 – 31/3/2016
	Donald Watson	1/8/2015 – 31/3/2016
	David Wong	1/8/2015 – 31/3/2016
	Pania Stephens	1/8/2015 – 31/3/2016
Gary Smith	1/8/2015 – 31/3/2016	
John Larsen	1/8/2015 – 31/3/2016	

For and on behalf of the Committee of Management.



JIM METCHER, BRANCH SECRETARY  
15 June 2016

**COMMUNICATIONS, ELECTRICAL, PLUMBING UNION OF AUSTRALIA  
POSTAL AND TELECOMMUNICATIONS BRANCH NSW  
CONCISE FINANCIAL REPORT FOR THE YEAR ENDED 31 MARCH 2016**

**BRANCH COMMITTEE OF MANAGEMENT'S STATEMENT**

On 21 May 2015 the Branch Committee of Management of the Communications, Electrical, Plumbing Union of Australia Postal and Telecommunications Branch NSW passed the following resolution in relation to the general purpose financial report (GPFR) of the Branch for the year ended 31 March 2016.

The Branch Committee of Management declares in relation to the GPFR that in its opinion:

- (a) the financial report and notes comply with the Australian Accounting Standards;
- (b) the financial report and notes comply with the reporting guidelines of the General Manager of Fair Work Australia;
- (c) the financial report and notes give a true and fair view of the financial performance, financial position and cash flows of the branch for the financial year ended 31 March 2016;
- (d) There are reasonable grounds to believe that the Branch will be able to pay its debts as and when they become due and payable; and
- (e) during the financial year ended 31 March 2016 and since the end of the financial year:
  - (i) meetings of the Branch Committee of Management were held in accordance with the rules of the organisation and the rules of the Branch; and
  - (ii) the financial affairs of the Branch have been managed in accordance with the rules of the organisation and the rules of the Branch; and
  - (iii) the financial records of the branch have been kept and maintained in accordance with the Fair Work (Registered Organisations) Act 2009 and the Fair Work (Registered Organisations) Regulation 2009; and
  - (iv) the financial records of the Branch have been kept, as far as practicable, in a consistent manner to each of the other branches of the organisation; and
  - (v) no information has been sought in any request of a member of the branch or a Registrar under section 272 of the Fair Work (Registered Organisations) Act 2009; and
  - (vi) no order for inspection of the financial records was made by the Commission under section 273 of the Fair Work (Registered Organisations) Act 2009.
- (f) during the financial year ended 31 March 2016 the branch did not participate in any recovery of wages activity..

Branch Committee of Management further resolves for the Branch Secretary to prepare and distribute a concise financial report for the year ending 31 March 2016 for the information of members and make available the GPFR on the Branch website and a copy of the same to any member who makes a formal request in writing.

For the Branch Committee of Management:



**JIM METCHER**  
15 June 2016

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 MARCH 2016**

	Note	2016 (\$)	2015 (\$)
<b>INCOME</b>			
Membership Contributions	4	3,229,724	3,043,528
Interest		17,536	28,797
Rent		671,379	688,249
Dividends		465	232
Tenants Outgoings		10,183	97,508
Board fees		-	33,415
Sundry Income		19,427	6,200
<b>TOTAL INCOME</b>		<b>3,948,714</b>	<b>3,897,929</b>
<b>EXPENDITURE</b>			
<b>DEPRECIATION</b>			
Office Furniture & Equipment		35,693	49,377
Motor Vehicles		42,483	40,359
		<b>78,176</b>	<b>89,736</b>
<b>EMPLOYEE BENEFITS EXPENSE</b>			
Salaries – Officials	5c	979,068	890,762
Salaries – Staff	5d	266,683	352,300
Payroll Tax		77,988	97,256
Provident Fund and Superannuation	5 c d	243,158	178,761
Provision for Long Service Leave		(39,905)	(4,628)
Provision for Annual Leave		16,817	(8,826)
Provision for Sick Leave		(8,033)	(69,980)
		<b>1,536,586</b>	<b>1,435,645</b>
<b>OTHER EXPENSES</b>			
Affiliation Fees	5a	68,897	62,073
Bank Charges		33,802	33,571
Capitation Divisional Conference	5a	726,688	684,793
CEPU Journey cover		50,335	59,916
Campaign Expenses – Your Rights At Work & research report		75,285	124,680
Collection Costs – Membership Contributions		22,654	24,207
Computer Expenses		55,795	52,082
Delegates, Meetings and Officials Expenses	5f	38,556	54,217
Donations & Grants	5b	-	-

**COMMUNICATIONS, ELECTRICAL, PLUMBING UNION OF AUSTRALIA  
POSTAL AND TELECOMMUNICATIONS BRANCH NSW  
CONCISE FINANCIAL REPORT FOR THE YEAR ENDED 31 MARCH 2016**

Electricity, Gas and Heating		45,260	51,465
Emergency Ambulance Transport Benefit		11,105	11,892
Equipment Rental		12,012	12,013
Fringe Benefits Tax		39,103	16,692
Honorarium		-	1,000
Insurance		53,359	34,471
Land Tax		36,947	58,476
Property leasing commission		16,790	5,707
Legal and Professional Fees	5e	129,120	524,556
Loss on Disposal of Assets		4,350	26,660
Management Fees Building		29,073	26,835
Mortality Benefits Paid		7,336	1,500
Motor Vehicle Expenses		52,220	64,258
National Council Fund	5a	9,038	4,243
Other Expenditure		14,530	9,172
Parking Space Levy		14,670	14,310
Postage, Printing and Stationery		53,385	60,427
Publications and Communication		30,068	37,895
Rates and Taxes		80,626	78,515
Repairs and Maintenance		131,648	82,143
Sub-Branch Expenses		70	51
Telecommunication costs		39,977	38,493
Training		4,172	1,669
Workers Compensation		14,783	12,319
		<b>1,901,655</b>	<b>2,270,301</b>
<b>TOTAL EXPENDITURE</b>		<b>3,499,625</b>	<b>3,795,682</b>
<b>NET SURPLUS FOR THE YEAR</b>		<b>449,089</b>	<b>102,247</b>
<b>OTHER COMPREHENSIVE INCOME:</b>			
Revaluation of Building		-	-
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>		<b>449,089</b>	<b>102,247</b>

**STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2016**

	Note	2016 (\$)	2015 (\$)
<b>CURRENT ASSETS</b>			
Cash and Cash Equivalents	9	3,153,425	2,657,702
Receivables	10	79,310	72,452
Contributions in Transit		76,326	42,239
		<b>3,308,061</b>	<b>2,772,393</b>
<b>NON CURRENT ASSETS</b>			
Investments	11	1,592	1,591
Property, Plant and Equipment	12	9,174,379	9,247,757
		<b>9,175,971</b>	<b>9,249,348</b>
<b>TOTAL ASSETS</b>		<b>12,484,032</b>	<b>12,021,741</b>
<b>CURRENT LIABILITIES</b>			
Provision for Branch Education Training		-	7,768
Provision for Emergency Ambulance Transport Benefit		-	10,000
Provision for Long Service Leave	6 c d	120,697	102,027
Provision for Annual Leave	6 c d	130,016	113,199
Provision for Sick Leave	6 c d	249,100	257,133
Sundry Creditors and Accruals	6 b	288,696	229,318
Sundry Creditor - Divisional Conference	5 a	71,055	69,150
		<b>859,564</b>	<b>788,595</b>
<b>NON CURRENT LIABILITIES</b>			
Provision for Long Service Leave	6 c d	22,973	80,738
<b>TOTAL LIABILITIES</b>		<b>882,537</b>	<b>869,333</b>
<b>NET ASSETS</b>		<b>11,601,495</b>	<b>11,152,408</b>
Accumulated Funds		11,401,495	10,952,408
Asset Revaluation Reserve		200,000	200,000
<b>ACCUMULATED FUNDS AND RESERVES</b>		<b>11,601,495</b>	<b>11,152,408</b>

COMMUNICATIONS, ELECTRICAL, PLUMBING UNION OF AUSTRALIA  
 POSTAL AND TELECOMMUNICATIONS BRANCH NSW  
 CONCISE FINANCIAL REPORT FOR THE YEAR ENDED 31 MARCH 2016

**STATEMENT OF CHANGES IN ACCUMULATED FUNDS AND RESERVES FOR THE YEAR ENDED 31 MARCH 2016**

	Accumulated Funds (\$)	Building Revaluation Reserve (\$)	Total (\$)
<b>Balance at 1 April 2014</b>	<b>10,850,161</b>	200,000	<b>11,050,161</b>
Net Surplus	102,247	-	102,247
Other Comprehensive Income	-	-	-
Total Comprehensive Income for the Year	102,247	-	102,247
<b>Balance at 31 March 2015</b>	<b>10,952,408</b>	<b>200,000</b>	<b>10,952,408</b>
Net Surplus	449,089	-	469,364
Other Comprehensive Income	-	-	-
Total Comprehensive Income for the Year	449,089	-	469,364
<b>Balance at 31 March 2016</b>	<b>11,401,497</b>	<b>200,000</b>	<b>11,621,772</b>

**STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2016**

	Note	2016 (\$)	2015 (\$)
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>			
Receipts from Members		3,229,724	3,031,982
Payments to Suppliers and Employees		(2,740,560)	(3,119,062)
Payments to other Unions or Parent Union (CEPU Divisional Conference)		(707,632)	(615,643)
Interest Received		17,536	28,797
Dividend Received		465	232
Rent Received		671,379	688,248
Other Receipts		29,610	137,589
<b>NET CASH PROVIDED BY OPERATING ACTIVITIES</b>	13(b)	<b>500,522</b>	<b>152,143</b>

<b>CASH FLOW FROM INVESTING ACTIVITIES</b>			
Proceeds from sale of Property, Plant and Equipment		-	26,660
Payment for Property, Plant and Equipment		(4,799)	(162,294)
<b>NET CASH USED IN INVESTING ACTIVITIES</b>		<b>(4,799)</b>	<b>(135,634)</b>

<b>NET INCREASE IN CASH</b>		<b>495,723</b>	<b>16,509</b>
Cash at 1 April 2015		2,657,702	2,641,193
<b>CASH AT 31 March 2016</b>	13(a)	<b>3,153,425</b>	<b>2,657,702</b>

(The attached notes form part of these financial statements.)

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2016**

**1: BASIS OF PREPARATION OF THE CONCISE FINANCIAL REPORT**

The concise financial report has been prepared in accordance with Australian Accounting Standards, other authoritative pronouncements of the Australian Accounting Standards Board and the Fair Work (Registered Organisations) Act 2009.

The financial statements, specific disclosures and other information included in the concise financial report are derived from and are consistent with the full report of the Communications, Electrical, Plumbing Union of Australia, Postal and Telecommunications Branch NSW. The concise financial report cannot be expected to provide as detailed an understanding of the financial performance, financial position and financing and investing activities of Communications, Electrical, Plumbing Union of Australia, Postal and Telecommunications Branch NSW as the full financial report.

The accounting policies have been consistently applied by the entity and are consistent with those of the previous financial year.

**2: RECOVERY OF WAGES ACTIVITY**

The Communications, Electrical, Plumbing Union of Australia, Postal and Telecommunications Branch NSW has not undertaken recovery of wages activity. The Branch does assist with recovery of its member wages. However, as and when decreed by the court we confirm that any settlement or recovery of wages is directly managed between the employer and the employee (i.e. our Postal and Telecommunications Branch NSW member) and at no point of time is any money banked into the Branch bank account. Reportable amounts are NIL for:

- (a) any fees charged to, or reimbursements of expenses claimed from, members and others for recovery of wages activity; and
- (b) any donations or other contributions deducted from recovered money.

**3: INFORMATION TO BE PROVIDED TO MEMBERS OR THE GENERAL MANAGER OF FAIR WORK AUSTRALIA**

In accordance with the requirements of the Fair Work (Registered Organisations) Act 2009, the attention of members is drawn to the provisions of Sub-Sections (1), (2) and (3) of Section 272 of the Fair Work (Registered Organisations) Act 2009 which read as follows:

- (1) A member of a reporting unit, or the General Manager of Fair Work Australia, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.
- (2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.
- (3) A Reporting unit must comply with an application made under subsection (1).

**COMMUNICATIONS, ELECTRICAL, PLUMBING UNION OF AUSTRALIA  
POSTAL AND TELECOMMUNICATIONS BRANCH NSW  
CONCISE FINANCIAL REPORT FOR THE YEAR ENDED 31 MARCH 2016**

**4: INCOME**

**(a) Membership fees**

	2016 (\$)	2015 (\$)
Membership fees	3,184,166	3,043,528

**(b) Other income**

The following income items as prescribed under the reporting guidelines of the Fair Work (Registered Organisations) Act, 2009, have not occurred in the reporting period:

- a. Capitation/Sustentation fees
- b. Compulsory levies
- c. Donations or grants
- d. Other financial support from other reporting units

**5: EXPENSE**

(a) Fees and periodic subscriptions are paid in respect of its affiliation to any political party, any federation, congress, council or group of organisations, or any international body having an interest in industrial matters

	Note	2016(\$)	2015 (\$)
<b>Affiliation Fees</b>			
ALP NSW Branch		39,667	35,773
ALP ACT Branch		1,004	2,069
Unions NSW		36,156	24,231
		<b>76,827</b>	<b>62,073</b>
CEPU Divisional Conference (Capitation Fees) - Paid	8	707,633	615,643
CEPU Divisional Conference (Capitation Fees) - Accrued		19,055	69,150
<b>CEPU Divisional Conference (Capitation Fees)</b>		<b>726,688</b>	<b>684,793</b>
<b>CEPU National Office (National Council Fund)</b>		<b>9,038</b>	<b>4,243</b>

**(b) Donations**

Details to whom payment made	Purpose	2016 (\$)
N.A	N.A	NIL

There were no other donations made in the 2016 financial year.

2015

Non-reportable donations

Details to whom payment made	Purpose	2015 (\$)
Media Wise Productions	Costs of brochures and mail out for electricity privatisation Campaign during the NSW election	10,229

**(c) Employee expenses related to holders of office**

	2016 (\$)	2015 (\$)
<b>Officers benefits expense</b>		
Wages and Salaries	979,068	890,762
Superannuation	94,452	102,023
Leave and other entitlements	(58,587)	35,262
Separation and redundancies	-	-
Fringe benefit expenses	27,372	11,697
	<b>1,042,305</b>	<b>1,039,744</b>

**(d) Employee expenses related to employees (other than holders of office)**

	2016 (\$)	2015 (\$)
<b>Employees benefits expense</b>		
Wages and Salaries	266,683	352,300
Superannuation	138,312	76,738
Leave and other entitlements	(43,004)	(118,696)
Separation and redundancies	-	-
Fringe benefit expenses	11,731	4,995
	<b>373,722</b>	<b>315,337</b>

**(e) Legal and Professional Fees**

	Note	2016(\$)	2015 (\$)
Legal costs - litigation		-	329,001
Legal costs - other matters		86,505	151,556
Sub total		86,505	480,556
Audit Fees	14	42,615	43,999
		<b>129,120</b>	<b>524,556</b>

**(f) Delegates expenses**

	2016 (\$)	2015 (\$)
<b>Delegates Expenses</b>	<b>38,556</b>	<b>54,217</b>
Included in the above delegates expense are expenses for:		
Fees or allowances for attendances as representatives of the Union at conferences or other meetings	8,000	4,000
Expenses incurred in connection with holding meetings of members of the reporting unit	18,719	16,149

**(g) Other expense**

	2016(\$)	2015 (\$)
Payments to employers for payroll deduction activity	21,169	24,204

The following expense items as prescribed under the reporting guidelines of the Fair Work (Registered Organisations) Act, 2009, have not occurred in the reporting period:

- a. Compulsory levies
- b. Penalties imposed under the RO Act.
- c. Amounts paid in grants that were \$1,000 or less
- d. Amounts paid in grants that exceed \$1,000
- e. Amounts paid in donations that were \$1,000 or less
- f. Amounts paid in donations that exceed \$1,000

COMMUNICATIONS, ELECTRICAL, PLUMBING UNION OF AUSTRALIA  
 POSTAL AND TELECOMMUNICATIONS BRANCH NSW  
 CONCISE FINANCIAL REPORT FOR THE YEAR ENDED 31 MARCH 2016

**6. DISCLOSURES IN RESPECT OF STATEMENT OF FINANCIAL POSITION**

**(a) Amounts receivable/payable to/from other reporting units of the Union**

	Note	2016 (\$)	2015 (\$)
<b>Amounts receivable from reporting units</b>			
CEPU Divisional Conference	10	2,622	1,812
<b>Amounts payable to reporting units</b>			
CEPU Divisional Conference (Capitation Fees Payable)		19,056	69,150
CEPU Divisional Office – for journey cover		50,335	4,350

**(b) Payables and accruals**

	2016(\$)	2015(\$)
Legal costs - litigation	4,194	25,072
Trade payable	139,425	143,557
Tax payable	40,649	43,793
CEPU Divisional Office – for journey cover	-	4,350
Payables to employers as consideration for the employers making payroll deductions of membership subscriptions	-	-
Other payable	104,428	12,546
	<b>288,696</b>	<b>229,318</b>

**(c) Employee provisions related to holders of office**

	2016 (\$)	2015 (\$)
<b>Officers provisions</b>		
Annual leave	114,918	71,655
Long service leave	154,867	141,799
Separation and redundancies	-	-
Other employee provisions (sick leave)	242,937	225,937
	<b>512,722</b>	<b>469,391</b>

**(d) Employee provisions related to employees (other than holders of office)**

	2016 (\$)	2015 (\$)
<b>Employees provisions</b>		
Annual leave	28,934	41,544
Long service leave	10,572	40,966
Separation and redundancies	-	-
Other employee provisions (sick leave)	6,163	31,196
	<b>45,669</b>	<b>113,706</b>

**7. DISCLOSURES IN RESPECT OF STATEMENT OF CHANGES IN EQUITY**

The following equity items as prescribed under the reporting guidelines of the Fair Work (Registered Organisations) Act, 2009, have not occurred in the reporting period:

- No separate fund or account operated in respect of compulsory levies raised by the Union or voluntary contributions collected from members of the Union.
- No monies in respect of compulsory levies raised or voluntary contributions collected from members of the Union have been invested in any assets.
- No separate fund or account which is required by the rules of the Union or rules of a Branch of the Union.
- No transfer(s) and/or withdrawal(s) to a fund, account or controlled entity, when any of these are kept for a specific purpose(s) by the Union.

**8. DISCLOSURES IN RESPECT OF STATEMENT OF CASH FLOWS**

**Amounts received/paid to/from other reporting units of the Union**

Amounts received and paid in respect of the Capitation Fees and other charges have been incorporated as part of the Statement of Cash Flows and detailed below.

	Note	2016 (\$)	2015 (\$)
Cash inflows from other reporting units		-	-
Cash outflows to other reporting units (CEPU Divisional Conference)	5 a	707,632	615,643

**9. ACCOUNTING STANDARDS ISSUED BUT NOT YET EFFECTIVE**

There has been no accounting standards issued which will impact the financial report in future periods and which are not yet effective.

There were no new accounting standards which were adopted during the financial year.

**10. GOING CONCERN**

The Branch is not reliant on the financial support of any other reporting units to ensure they can continue on a going concern basis.

**11. ADMINISTRATION**

The Branch has not been administered by another entity.

**12. GOING CONCERN SUPPORT**

The Branch provides Capitation Fees to the Divisional Conference Funds. The Branch has not agreed to provide any other financial support to any other reporting units to ensure they can continue on a going concern basis.

**13. AMALGAMATIONS AND RESTRUCTURES**

There have been no amalgamations or restructures in the financial year and previous financial year. No assets or liabilities have been acquired as a result of any amalgamations or restructures.

**14. BUSINESS COMBINATIONS**

There have been no business combinations during the financial year and previous financial year. No assets or liabilities have been acquired as a result of any business combinations.

## INDEPENDENT AUDIT REPORT

To the Members of Communications, Electrical, Plumbing Union of Australia Postal and Telecommunications Branch NSW

### Report on the concise financial report

We have audited the accompanying concise financial report of Communications, Electrical, Plumbing Union of Australia Postal and Telecommunications Branch NSW (the "Trade Union") which comprises the statement of financial position as at 31 March 2016, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended and related notes, derived from the audited financial report of Communications, Electrical, Plumbing Union of Australia Postal and Telecommunications Branch NSW (the "Trade Union") for the year ended 31 March 2016. The concise financial report does not contain all the disclosures required by the Australian Accounting Standards and accordingly, reading the concise financial report is not a substitute for reading the audited financial report.

### Responsibility of the Committee of Management for the concise financial report

The Branch Committee of Management of the Trade Union are responsible for the preparation of the concise financial report in accordance with Accounting Standard AASB 1039 Concise Financial Reports, and the Fair Work (Registered Organisations) Act 2009, and for such internal control as the directors determine are necessary to enable the preparation of the concise financial report

### Auditor's responsibility

Our responsibility is to express an opinion on the concise financial report based on our audit procedures which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements. We have conducted an independent audit, in accordance with Australian Auditing Standards, of the financial report of Communications, Electrical, Plumbing Union of Australia Postal and Telecommunications Branch NSW for the year ended 31 March 2016. Our audit report on the financial report for the year was signed on 15 June 2016 and was not subject to any modification. The Australian Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report for the year is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the concise financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the concise financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the concise financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.

Our procedures in respect of the concise financial report included testing that the information in the concise financial report is derived from, and is consistent with, the financial report for the year, and examination on a test basis, of evidence supporting the amounts and other disclosures which were not directly derived from the financial report for the year. These procedures have been undertaken to form an opinion whether, in all material respects, the concise financial report complies with Accounting Standard AASB 1039 Concise Financial Reports.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Independence

In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001.

### Auditor's opinion

In our opinion, the concise financial report of Communications, Electrical, Plumbing Union of Australia Postal and Telecommunications Branch NSW for the year ended 31 March 2016 complies with Accounting Standard AASB 1039 Concise Financial Reports, the Fair Work Act 2009 (Registered Organisations) and complies with any other requirements imposed by these Reporting Guidelines or Part 3 of Chapter 8 of the RO Act.

In our opinion management appropriately applied the going concern basis of accounting. 3

### Report on the recovery of wages activity

The Committee of Management are responsible for the preparation and presentation of the recovery of wages activity financial report in accordance with section 253(2)(c) of the Fair Work Act 2009 (Registered Organisations). Our responsibility is to express an opinion on the recovery of wages activity financial report, based on our audit conducted in accordance with Australian Auditing Standards. We have been advised that no recovery of wages activity has been undertaken in the current financial year. Accordingly we have not been instructed by the committee of management to include in the scope of the audit required under subsection 257(1) of the RO Act all recovery of wages activity by the reporting unit from which revenues had been derived for the financial year in respect of such activity.

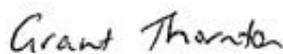
### Auditor's opinion on the recovery of wages activity financial report

Based upon the management statements above, no opinion is expressed on the recovery of wages activity financial report of Transport Workers Union of Australia New South Wales Branch presents fairly all reporting guidelines of the General Manager, including:

- i any fees charged to, or reimbursements of expenses claimed from, members and others for recovery of wages activity; and
- ii any donations or other contributions deducted from recovered money

### Other Matters

The signor is an Approved Auditor (who holds a current Public Practice Certificate) with the Institute of Chartered Accountants in Australia.



GRANT THORNTON AUDIT PTY LTD  
Chartered Accountants



Madeleine Mattered  
Partner – Audit & Assurance  
Sydney, 15 June 2016



# Recent win for CEPU Member

Slater and Gordon recently helped a CEPU member overturn a rejected Comcare claim, after Telstra denied the member's severe depression was the result of a workplace injury.

The member hurt his lower back when he fell while working for Telstra in 2006 and he continues to suffer ongoing pain, which has greatly impacted his career and strained his marriage.

His injury triggered severe depression, which he has struggled with for more than a decade now and, as a result, he is unable to work full-time or in stressful environments.

The member has tried to take his own life twice and while Telstra accepted liability for his lower back injury, the company denied the falling incident had caused a permanent psychological condition.

Under the Comcare scheme, the extent of an employee's injuries must be greater than 10 per cent whole person impairment

(WPI) to be eligible for lump sum compensation.

If you are injured at work, a doctor will review your medical condition and determine your WPI percentage based on Comcare Guidelines.

Telstra denied the CEPU member's injuries met the 10 per cent WPI threshold, but Slater and Gordon's Comcare fought for his entitlements in the Administrative Appeals Tribunal.

Slater and Gordon showed how Telstra had cherry-picked the findings of "poorly considered" medical reports and substantiated its decision with conflicting recommendations from different doctors.

Telstra also tried to deny coverage

because the member "had not undertaken all reasonable rehabilitative treatment for the injury", even though Telstra themselves had previously declared the additional treatment was unnecessary.

After persistent and meticulous litigation, Slater and Gordon had Telstra's decision set aside and the member was found to be entitled to compensation under sections 24 and 27 of the Safety, Rehabilitation and Compensation Act 1988 (Cth) for permanent impairment for adjustment disorder with depressed moods assessed at 10 per cent WPI.

**If you have a Comcare claim please contact the CEPU office on 02 9893 7822 for a referral to Slater and Gordon.**

## Specialists in Federal Workers Compensation Claims

Slater and Gordon is proud to partner with the CEPU Postal and Telecommunications NSW Branch

If something's happened to you at work, we'll guide you through the legal process, every step of the way.

**GET IN TOUCH**  
CEPU P&T NSW Branch  
02 9893 7822  
for a referral to Slater and Gordon  
[slatergordon.com.au](http://slatergordon.com.au)



**Slater  
Gordon**  
Lawyers



# Out with the old and in with the new

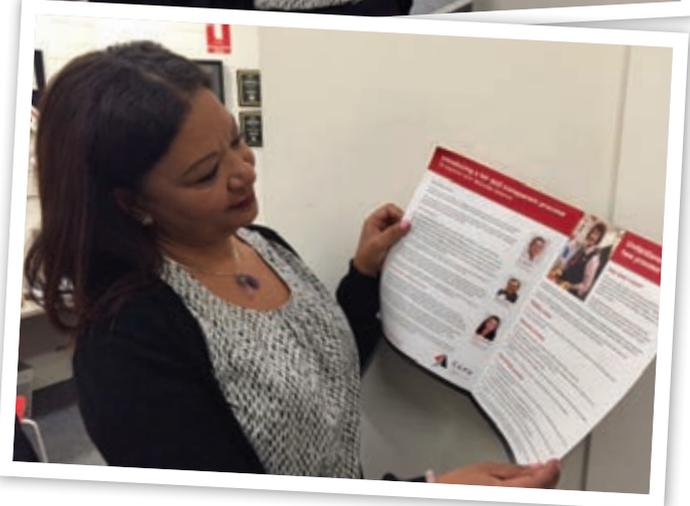
The old, unfair internal retail recruitment system is out and a new system is in.

After lengthy discussions, your Union has secured a new agreement to re-establish a fair transfer system for NSW/ACT Retail employees which will also be replicated and rolled-out nationally for the very first time.

The new system allows Australia Post Retail employees to register for transfer to their preferred workplace location and preferred weekly hours of duty without contesting a “merit” selection process.

For too long, the unfair “merit” selection system denied Australia Post Retail employee’s access to a fair and open transfer system, but not anymore.

In the first four weeks, 390 applications were received by Post nationally and 170 for NSW/ACT, most of whom were part time workers wanting to go full time or relief workers looking to secure work at one permanent outlet.



PSO Shirleen Saunders with her copy of the CEPU’s information booklet on the new transfer system

For more information please visit:  
<http://www.cepu.org/2016/05/02/finally-transfer-list-returns-to-retail/>

## We asked a couple of members to list the benefits of the new transfer system and this is what they said:

- » *“More equitable, fair”*  
– Maureen, PSO Rozelle Post Office
- » *“People now have choices – to choose a different location closer to home and to elect to move from part-time to full time work”*  
– Shirleen, PSO Kogarah
- » *“People don’t have to go through the entire recruitment process and getting people closer to home is great because staff will have a good work-life balance instead of hours of unnecessary travel time”*  
– Rita, Acting Postal Manager, Sydney East Retail Network
- » *“You can now work closer to home which is great considering the rising cost of transport”*  
– Jenny, PSO Warners Bay Post Office
- » *“Part timers can elect to go full time”*  
– Scott, PSO Relief Sydney East Network



# Consultation key to harness growth and deliver work/life balance at Sydney Parcels

**N**EW equipment introduced by Australia Post means parcels can be sorted at record speed.

This means the 350 CEPU members at Sydney Parcels Facility (SPF) are now responsible for processing up to 290,000 parcels — a day.

This operation is a big boost for the national postal service as it increasingly relies on revenues from its parcel business. With letter volumes declining, parcels contribute half of the group's \$6.3 billion revenues.

But despite Australia Post's multi-million dollar investment in their state-of-the-art *Large Parcel Sorting System (LPSS)*, there were teething problems with the new system.

These were exacerbated by insufficient staffing levels, and an outdated processing model that meant chaos for production and technical staff and customers.

In an effort to tackle these problems, management proposed a non-deferred model to harness the full potential of the system to process all incoming parcels on the same day — a move backed by your Union.

Branch Organiser TK Ly says the success of Australia Post's LPSS investment, and the ongoing improvement of their parcel operations is crucial.

"The ability to meet growing demand is imperative to increasing market share and securing ongoing job security for CEPU members," he says.

However, a restrictive shift structure adversely affecting members' work and family life balance was front and centre of

management's proposal — reducing the total shift offering to two unsociable shifts per day.

Branch Secretary Jim Metcher stepped in when the significance of the proposed changes became clear.

"Our members were prepared for change and knew the workplace needed to evolve to enable growth," Jim says.

"But the proposed shift changes that affected so many simply overstepped the mark and couldn't be accepted."

Following Jim's intervention, local consultative working groups (LWGs) consisting of senior management representatives, staff and their local Union representatives were established to work through the issues identified in management's proposal.

The LWGs met and began working through the issues immediately through genuine and meaningful consultation.

Local Union representative Ibrahim Rachidi played a key role in the LWGs and said the process was critical in developing a plan that delivered on all fronts.

The father of three from Bankstown, who has four grandchildren, said he and his colleagues understood the importance of getting the model right, as well as meeting the demands of work and family.



CEPU SPF Union reps and LWG members: Minh Luu, Ibrahim Rachidi, Pania Stephens, Emma Grady, Chi Phan, Phung Truong (from left to right)

"Compromise is key, as a happy workplace is more productive," Ibrahim says.

"We want to do our work well and we want Australia Post to do well — but we need to be able to enjoy our families too."

Working together, the LWGs developed a new plan that meets the non-deferred processing model originally proposed by management, and also accommodates future projected volume growth.

Importantly, the LWG plan's shift structure maximises the use of full-time employment arrangements, provides real job security moving forward and delivers a genuine work and family life balance for members.

"It's been a challenge but we've managed to work through the problems," said Ibrahim. "At SPF we're the best performing parcel processing centre in Australia — and our plan will ensure we keep it that way."

The moral of the story? "This is proof real consultation in the workplace will deliver the best outcome for everyone," said Branch Secretary Jim Metcher.



## Communications unions around the globe



### Fujitsu dispute settled after strike – UK

94% of CWU UK members voted in favour of strike action following Fujitsu's decision to close down one of their highly profitable sites – Antrim. Workers faced a compulsory redundancy situation as relocation opportunities were capped at a maximum of nine. Following the strike, Fujitsu management have agreed to relocate all of those declining a voluntary redundancy package.

### Brave 999 emergency service operators – Ireland

The courage of 999 emergency call service operators, who are in dispute with BT/Conduit Global, was applauded at the CWU Delegate Conference in Ireland. Toxic workplace conditions including oppression, intimidation, suspensions without any explanations, below minimum wage levels and the infamous toilet break policy didn't prevent workers in their campaign for improved conditions. Their courage has increased wages, lifted oppressive disciplinary procedures and flushed the toilet policy down the pan.

### Fed up with understaffing – US

Postal workers in Saint Louis have rallied against severe understaffing after receiving "nothing by lip service" from the post office management. Mail sorting machines require two workers – a feeder and a sweeper – yet for two years workers have been manning the machines solo. No movement from management yet. Next up: a postcard campaign sent directly to the homes of distribution operations managers.

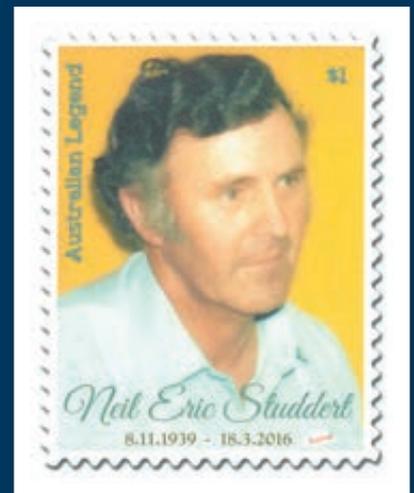
### Paid per article, not by hour – Canada

The Canadian Union of Postal Workers, representing 50,000 members, has been in a 7 month negotiation deadlock with Canada Post following proposed cuts to the employees' pension plan and refusal to address wage parity issues. Canada Post wants to shut down the defined-benefit pension (superannuation) plan and is refusing to agree with the union on how rural and suburban mail carriers (posties) should be paid.

Rural carriers are currently being paid by how many articles they deliver, but the union is fighting for a fairer per-hour wage. The situation is only getting more heated with Canada Post last fortnight threatening to lock workers out of the workplace as a result of the dispute.

## Vale Mr. Neil Studdert

Australia Post is mourning the passing of Mr. Neil Eric Studdert, a postie of 60 years.



Mr. Studdert passed away on Friday 18 March 2016.

"He's already missed by so many in the community," Mr Studdert's manager Sandra Constable said.

"He had so much respect for everybody – he was a thorough gentleman."

Mr Studdert was with Australia Post for over 60 years having begun at only 16 years of age.

The Australian Legend will be sadly missed by all.

# Postie the snail and the new era of mail



When inspector Jason Paul spotted a giant panda snail residing in an Express Post parcel on its way across the Bass Straight to Tassie a few months ago, your Union stepped in and launched a campaign to save the creature from impending euthanasia, so it could be put to work as Australia Post's new mascot.

After all, what better mascot could Australia Post's new snail mail have than, well, a snail?

When we learned that giant panda snails were also rare and fetched a steep street price of around \$40, it seemed too good to be true.

As National Secretary Greg Rayner said, "He'd be a wonderful mascot - a symbol of what Australia Post stands for: he's expensive, slow and endangered."

Management did not take to our idea and we were unable to save Postie the Snail, but Post's new two-tiered, super-slow snail mail lives on - causing birthday cards to arrive late, bills to show up after their expiry date, the death of the beloved school newsletter and unintended law-breaking by businesses who can no longer rely on the "ordinary course of post".

Expensive and slow post is already changing our way of life and it's obvious that neither Post employees on the frontlines nor the public like it.

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## Be prepared for more of the same

Postal and telecommunications workers on the front lines will know that Malcolm Turnbull's talk of 'innovation' and transitioning to a new economy was just that - talk.

The Abbott-Turnbull government was unable to manage the sustainable transition of Australia Post so that it could thrive in the digital world. Instead it oversaw Post's transformation into a slow, unreliable and expensive service, which punishes vulnerable groups like pensioners, small businesses and service providers.

As for the NBN, Malcolm Turnbull personally made many of the worst cuts to its rollout, so we can only expect that as Prime Minister he will continue to oversee the mismanagement and botched delivery of an inferior-quality service. Unfortunately

for many of our members this means continuing to bear the brunt of the frustration that this has caused workers and the Australian public alike.

Now that Malcolm Turnbull and his anti-worker team have been elected for another term, we need to be prepared for more job cuts and for more attacks on essential public services.

The good news is that we are prepared and our Union has never been stronger. We will continue to stand together and fight to protect our jobs, pay and conditions.