



Secretary's report

When you work in the industries we do, there's never a dull moment. The CEPU, as always, has a challenge on its hands in fighting to protect the wages and conditions of members from corporations with a tendency to forget about workers in their rush for the latest, shiny things or the cheapest way around. The good news is, thanks to the unity and strength of our membership, we're – as always – achieving big things for workers.

You'll read about all these things and more in the following pages, but here's a brief summary of some of the other big things your Union has been fighting for in recent times:

- We've overseen the expansion of the One Network trial to Seven Hills and Frenchs Forest delivery facilities – bringing pay parity to posties in those areas;
- We're currently in discussions about a further expansion for One Network – stay tuned.
- We've been tackling Australia Post's notoriously troubled workers compensation scheme, helping protect workers who have been affected by workplace injuries;
- We've been navigating through the Sydney basin processing changes, including new machines, shift changes and new facilities such as Eastern Creek;
- We've been assisting workers impacted by the shift change at Alexandria. Members there have had their 30% penalties protected since the introduction of the new processing machine;
- We've been working to protect the interests of members in Sydney basin processing facilities where expressions of interest which relate to relocating employees from one facility to another one where vacancies occur have been sent to workers; and
- We've been working closely with members at the Sydney Parcel Facility during the 6am shift changes to ensure that any impacted worker is offered appropriate new shifts and, in some cases, work closer to their homes.

On the safety front, we've managed to stop Australia Post's horrifically dangerous plan to allow EDVs onto 70km/hr roads and we also had the vehicles temporarily withdrawn from service to prevent the repeat of a frightening mechanical failure which occurred earlier this month, in Ingleburn. There are now a number of investigations closely analysing different aspects of the EDVs and their possible safety impacts. Forcing members to put their safety, and that of others around them, at risk because a company wants to use the latest toys is unacceptable. Safety must always come first.

In news from the bargaining table, after more than 550 excruciating days of negotiations, the Union bargaining team has managed to secure some significant concessions from Telstra – including a clause that will protect workers in the

event of a transfer of business. The clause secures workers' hard-won conditions, stops the risk of a termination to the EBA and locks up redundancy and other benefits whether with Telstra or transferred to a subsidiary.

And Australia Post members should keep an eye out for a survey early in the new year, which is designed to gauge your views ahead of the Australia Post EBA10 negotiations. Bargaining for the new EBA is expected to kick off in around March 2020. These are your wages and conditions, so please make sure you take the time to have your say.

It'll come as no surprise that we've also been focusing our efforts on the shocking sham contracting issues associated with the NBN. The class action case is continuing and the battle for fairness for sub-contractors goes on. The Federal Coalition Government has a lot to answer for when it comes to the NBN – in terms of workers' rights and the quality of service residents and businesses are receiving.

It would be remiss of us not to mention that it's been a rough time for members and their families in regional areas all round lately, with Mother Nature really testing our local communities. Our thoughts are always with you. One positive thing we can report is that we've been touring country areas recently, listening to our members' concerns. We also recently opened our first regional office and have employed a country-based Official. You can read more about that in this magazine, but it's great to be able to provide regional workers with a truly dedicated resource.

And finally, on behalf of the whole Union, I'd like to wish every one of you a very merry Christmas and a safe and happy New Year. Thanks for everything you do to keep this Union strong and to keep our industries moving.

I'm looking forward to working with you all to make 2020 an even bigger and better year.

Stay safe,

Shane Murphy
CEPU NSW Secretary



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Address: Level 3, 81 George St
Parramatta NSW 2150
Phone: (02) 9893 7822
Fax: (02) 9893 7396
Web: www.cepu.org
Email: admina@cepu.org

Branch President
Rod Baxter

Branch Vice-Presidents
Rita Karim, Peter O'Connell

Branch Secretary
Shane Murphy - 0407 656 263
shane.murphy@cepu.org

Branch Assistant Secretary
Peter Chaloner - 0418 655 289
peter.chaloner@cepu.org

Branch Officials
Cade Anderson - 0419 236 084
cade.anderson@cepu.org

Gil Enzon - 0418 658 975
gil.enzon@cepu.org

Elly Huttly - 0406 819 736
elly.huttly@cepu.org

Phil Kessey - 0410 317 488
phillip.kessey@cepu.org

TK Ly - 0419 220 730
tk.ly@cepu.org

Peter O'Connell - 0405 072 921
peter.oconnell@cepu.org

Dharmal Singh - 0413 768 237
dharmal.singh@cepu.org

Dennis Williams - 0439 701 628
dennis.williams@cepu.org

Branch Committee of Management
(Postal) Mark Beckman, Patrick Edgerton, Tony McCallum, Trong Minh Luu, Anita Rathour, Don Watson, David Wong.

Branch Committee of Management
(Telecommunications) Cade Anderson, Max Catania, Tony Damjanovski, George Deligiannis.

Operations, Campaigns & Communications
Nathan Metcher

Industrial & Legal Support
Patrick Massarani

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Send your story feedback and letters to feedback@cepu.org

Editor: Shane Murphy, CEPU

Production management:
Amelia Brock, EMC,
amelia.brock@essentialmedia.com.au

Design: Hyve Creative,
info@hyve.com.au

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Telstra workers vote to lock in new EBA

After more than 550 days of bargaining, Telstra workers across the country recently voted in favour of their new enterprise agreement.

The new agreement will come into force seven days after being approved by the Fair Work Commission and will nominally expire in September 2021 – allowing a return to bargaining no later than May 2021.

Branch Secretary Shane Murphy said that while Union representatives in the negotiations had hoped for more from the pay offer, the Agreement as a whole had come a long way.

“We continue to maintain that the wage offer falls short of where we believe it should’ve been,” Shane Murphy said.

“Members deserve to be paid fairly for the work they do. When you consider that we’re seeing the CEO lining his pockets while the company’s performance continues to suffer, it makes it even harder to fathom that Telstra would even consider pushing back against fair wages for workers.

“We’re satisfied to see the offer improved from where it was, however, we’re eager to get back to the bargaining table to renegotiate in 2021, off the back of the company’s T22 implementation.

“What we are truly excited about is the conditions our members have been able to lock-in. Clause 47 started out as Telstra’s way of getting out of paying redundancy benefits but it ended as an employment lifeline for members who would otherwise have had to resort to sub-contracting to remain in the industry.

“Similarly, our traditional long service leave provisions were being torn to shreds by an unfair, draconian style policy that was set to be introduced on 1 January. This agreement prevents that from happening.

“It also delivers parental leave equality to both parents, will end the abuse of casual employment arrangements and gives a head-start on placement processes to those members caught in surplus situations who want to remain employed with Telstra.



“Considering that one of the largest jobs purges in Australian corporate history served as the backdrop to this long and drawn out round of bargaining, members should be extremely pleased with what they have achieved by sticking together, without any trade-offs.”

You can see all the details of the enterprise agreement on the CEPU website at <http://www.cepu.org/>.

“Members deserve to be paid fairly for the work they do. When you consider that we’re seeing the CEO lining his pockets while the company’s performance continues to suffer, it makes it even harder to fathom that Telstra would even consider pushing back against fair wages for workers.”



Casual use in Post skyrocketing amid Union concerns

Australia Post's reliance on casual employment is increasing to the point where the CEPU believes the company could be in breach of the enterprise agreement.

The Union is currently investigating whether Australia Post's use of casuals is above and beyond what is actually allowable and required.

Branch Secretary, Shane Murphy, said insecure work is a significant issue for workers in various industries right across the country, and it is becoming increasingly obvious that workers at Australia Post are not immune.

"We understand the importance of

having casuals on the books for scenarios allowable under our EBA, of course. But it's when the use of workers on casual contracts starts going above and beyond that alarm bells need to start ringing. We've reached that point with Australia Post," Mr Murphy said.

"The use of casual labour for scenarios outside the scope of the EBA undermines the employment of permanent employees, while abusing

the rights of the casuals to undertake duties traditionally undertaken within permanent employment. If they are, that's a serious concern for all workers and a potential breach of the EBA.

"We'll be keeping a very close eye on this situation and enforcing the terms of our EBA. These clauses are negotiated for the benefits of all workers – casual and permanent – it's critical the company isn't trying to get around them.

Australia Post again attempting to leave retail stores filthy

Australia Post management are again trying to cut back on cleaning services in retail outlets – even despite a CEPU representative recently taking photographic evidence of shelves so filthy you could write your name in the dirt.

Australia Post has contacted the CEPU to say it wants to 're-open the dialogue' about scaling back on cleaning in Australia Post retail stores, with a view to cutting back before Christmas.

Branch Organiser and National Vice President, Elly Huttly, said it was a bad case of dejavu.

"We told them that we're happy for cleaning to be scaled back in select areas – like in Christine Holgate's office – but not in areas where customers and workers are going to be subjected to the filth," Elly said jokingly.

"Australia Post came to us with a proposal to cut cleaning services earlier this year, coincidentally just days after I'd taken photos of one Australia Post retail outlet so dirty that I could literally write my name in the dirt

collected on one of the shelves. The fact that they're revisiting the issue is incredible.

Branch Secretary, Shane Murphy, said Post's obsession with cutting cleaning services needs to end.

"How anyone can think that cutting back cleaning services in stores that are already renowned for being dirty is a good idea is beyond me.

"The cleaners do a good job, but they're not miracle workers. They can't ensure a store stays dirt free for days on end.

"Customers come into these stores expecting a good experience, and workers are continually told they need to deliver an outstanding customer experience, yet here we have management skimping on cleaning in a bid to save costs. It makes no sense."

The CEPU will be telling Australia Post management in no uncertain terms that we don't agree with their proposal and will ensure the public are alerted should Post choose to proceed.





CEPU demands answers on EDV safety

Australia Post's move towards having posties deliver on electronic three-wheeled vehicles, or EDVs, might look good to the outside world – but is it safe for the posties themselves?

Since the introduction of EDVs, the CEPU has been demanding answers of the vehicle's safety, following growing concerns that the vehicles are being put into circulation without enough consideration of potential safety impacts.

Branch Assistant Secretary, Peter Chaloner said there are three main areas of investigation for the CEPU – a research project looking at the safety of the vehicles in higher speed traffic; a Comcare investigation and an investigation into the impact of 'body vibrations' purportedly transferred through the vehicle.

"The first area of research is a report being put together by a group of experts from Monash University looking at the safety of the EDV interacting with traffic at speed. The bikes have a top speed of 45km an hour, but under Australia Post's plans, riders would be forced into situations where the traffic is moving at 70km an hour," Peter Chaloner said.

"How safe is that? The instinct of a number of operators is that it's not very safe at all, but what we need is the research to confirm it either way before our members – and other drivers on the roads - are put into risky situations.

The research team is working with a group of members from Warabrook, Newcastle and Ingleburn, who have volunteered to be part of the research after being briefed on the project at depot meetings. The workers will help to gather factual information that will feed into the researchers' final report.

"The second bit of research is a Comcare investigation which is currently underway and is looking specifically at the EDV control panel. A number of members raised serious concerns about the safety of the vehicle's LED panel, which houses the speedometer, because in direct sunlight you can't actually see it.

"Bizarrely, Australia Post is arguing that you don't need to be able to see the speedo – even to check you're going under the speed limit in areas like school zones and on footpaths. The CEPU begs to differ, so it will be interesting to see what the Comcare investigation turns up."

"And the third bit of research is one that members might already be aware of – an ergonomist report looking at the vibrations purportedly transferred through the EDV and the impact that has on the operator.

"The issue of 'whole body vibrations' is one which was raised early by members and something we as the Union have been investigating thoroughly. We successfully convinced Australia Post to ensure the second batch of vehicles delivered from Switzerland came with important safety modifications, however we're still closely monitoring the vehicles.

"After concerns were initially raised, we pushed for an independent ergonomist assessment of the vehicle to ensure its safety for operators.

"What that assessment recommended was that operators should be on the vehicle for no more than five hours at a time. That's a concern when Post banks on operators undertaking duties on the vehicle for six hours at a time

"What the CEPU is saying is that until the safety issues are fixed, operators should not be forced to undertake duties on the vehicle in excess of five hours in length. It's critical that the recommendations of the independent assessment are adhered to," Peter said.

We will keep members updated on all the research looking into the EDVs as the investigations progress.



BREAKING

Following a serious mechanical failure involving an EDV's axle in Ingleburn earlier this month, Australia Post has temporarily withdrawn all EDVs from service.

Branch Secretary Shane Murphy said prior to considering a return to service, the vehicles would be subjected to an independent engineer's assessment.

"Until an independent engineer is satisfied that the operation of the EDVs no longer poses a safety risk to our members, and to others in the community, the vehicles will not return to our roads." Shane said.

"In the interests of working together towards a more sustainable Australia Post, our members have reluctantly embraced the shift to riding EDVs,

"It is imperative, however, that the cost of introducing new and efficient technology isn't offset by the safety of our members and other road users."

At the time of writing, the EDVs remain out of service. We will keep members up to date as the matter progresses.



CEPU supports Convoy for Kids with a donation and a show

This year, the CEPU donated \$500 to Convoy for Kids to raise money for the Neonatal and Paediatric Emergency Transport Service, which provides essential emergency transport for sick children.

Convoy for Kids began in 1992 with a group of workers in transport and related sectors who wanted to help sick children. Now an annual event, drivers across NSW are invited to enter their truck in a convoy, and for 28 years the convoy has attracted over 500 trucks from all across the state.

While the convoy itself is a spectacular sight, it's also a day for families, with a showground fair including rides, food, merchandise, auctions, raffles and corporate sponsorship.

This year the fair was hosted at Hawkesbury Showground on 27 October. In addition to the Union's donation and participation, linehaul members and the CEPU's Transport Division held barbecues to raise money for the Convoy.



The CEPU is proud to support this cause every year, and our drivers love to see the joy their trucks bring to kids and families everywhere.

If you wish to take part in next year's convoy, please register on the Convoy for Kids website.

Visionstream: new enterprise agreement voted up

visionstream 

After a long and difficult negotiation period, the new Visionstream enterprise agreement has now been approved by members.

The ballot returned a 71% 'yes' vote and a 29% 'no' vote, meaning that the new enterprise agreement, once approved by the Fair Work Commission, will officially come into force.

If you have any questions about the new enterprise agreement, please don't hesitate to contact the CEPU office.



Delegates driving positive change at Post whilst membership growth soars

CEPU transport AURs and alternates have been working incredibly hard to progress a range of ongoing and complex issues at Australia Post. A change to management structures in early 2019 meant that our CEPU team have had to take a very strategic approach to progressing outstanding issues.

Some of these include:

- ✓ Duty boards
- ✓ Staffing arrangements
- ✓ Overtime equity
- ✓ Roll-out of in cab cameras in Sydney
- ✓ Loading and unloading of air cans at Sydney Airport
- ✓ Christmas arrangements

CEPU representatives have been busy consulting with members on these matters and ensuring that members' voices are represented as the Union progresses these issues.

As part of this process, the CEPU will soon be establishing a Sydney Transport Organising Committee with the 14 local representatives to ensure that members issues are effectively addressed in a strategic way. The Committee will meet once a month on the weekend, away from the workplace to discuss these important matters.

Branch Secretary Shane Murphy said "The hard work of our reps throughout the year has definitely been reflected in a strong and steady membership increase in transport. Well done to all involved in putting in the work to drive progress on these important and often very complex issues."

Strengthening our Union

Delegates training

This year we've been out and about training over 200 AURs and alternate AURs across NSW and the ACT, including those in regional and rural pockets.



While we all know that the most important part of being a delegate is the on the on-the-ground experience and qualifications you've already got, it's also important to be up to speed with the latest tips and tricks working within the confines of our ever-tightening workplace laws.

Branch Official Phil Kessey has rolled out a 1-day training course to ensure every delegate has the information and tools they need. In the course, our delegates discuss the contemporary challenges facing our Union and the wider Union movement, what role delegates should be playing in workplace consultation

and negotiation, as well as the latest information on dispute settlement and industrial law. Phil has also been facilitating the training course for other Branches ensuring members are equipped in Queensland, South Australia and the Northern Territory.

Branch Secretary Shane Murphy said, "Our delegates are central to the success of our Union and we will continue to support them by ensuring they have access to the tools and knowledge they need to fight the good fight. Well done to all delegates involved and thank you to Phil for all your hard work."



New regional office presents a new face to members

20 years ago, Cade Anderson joined the CEPU on his first day as a Telstra communications technician. For the last 18, he had been a local AUR. Today, he's a Branch Official in the new regional Albury office, representing members across much of the lower half of the State.

Regional workers are facing unique challenges and with telecommunications staff battling for their jobs across NSW and the ACT and huge changes underway in the postal industry, the Union resolved to embark on change to make Branch Officials more accessible to our regional members.

"Rural people sometimes feel isolated from Union activities," Cade says. "In my 20 years in Telstra, we actually used to get excited when the Union would come

down and talk to us.

"The response from our members has been overwhelmingly great so far."

Cade will be touring the lower portion of the State a minimum of three times a year to meet our members, take a look at what's happening on the ground and make sure the Union is there to provide support for the people who need it.

"Posties are out on our roads doing a wonderful job in trying conditions, weathering extreme heat and bitter

cold, while layoffs at Telstra have taken a huge toll on their workers," said Cade. "The best part of my job is being able to help people. To be there for our members and feel as though the ends we achieve improve things for them."

The new Albury office is stage one of a renewed focus on our regional members with a greater expansion currently being considered.

We believe this expansion will help build awareness after Unionisation agree.



Telstra exchange facilities beyond disgraceful

Branch Secretary Shane Murphy, said the facilities at Telstra exchanges are basically unusable in many areas.

“These facilities are beyond appalling. Workers simply shouldn’t be forced to use toilets in such bad shape,” Mr Murphy said.

“The cleaners are doing the best they can with the limited time and resources available to them. The reality is that Telstra’s cost cutting means they’re limited in the amount of time they can spend properly cleaning the facilities.”

Mr Murphy said workers are concerned the situation could go from bad to worse when the exchange assets are transferred over to the NBN.

“We’ll soon have a situation where Telstra will own some of the exchanges, but NBN will own others. You can already see what’s going to happen – no one will take responsibility for providing workers with the facilities they need and deserve.

The CEPU is continuing to pursue a resolution with Telstra. Stay tuned for updates.



Having access to clean, usable facilities is a basic right of workers. I can’t imagine anyone in Telstra head office would even consider for a second using facilities in such a state of disrepair.





Recognising our people



Our third annual delegates award evening, Recognising Our People, celebrated the hard work and dedication of local CEPU representatives and activists who work tirelessly to deliver outstanding outcomes for our members.

This year's event, held in November at Canterbury Leagues Club, was a fantastic evening and a great opportunity to recognise and celebrate some of the most significant contributions this year from our local representatives across NSW and the ACT. Our special guest speaker who helped present the awards on the evening was NSW Labor Leader Jodi McKay. A number of other special guests helped us congratulate our delegates, including CEPU

Communications Division National Secretary, Greg Rayner and National Industrial Officer Dahlia Khatab; Secretary of Unions NSW Mark Morey; Senator for NSW The Hon. Tara Moriarty, Members of the NSW Legislative Council The Hon. Courtney Houssos and The Hon. Mark Buttigieg and Acting General Secretary of NSW Labor Bob Nanva. Read on about some of the outstanding contributions from our award recipients.





The 2019 Jim Metcher Delegate of the Year Award - Patrick Edgerton



Patrick Edgerton

Patrick Edgerton is an incredible delegate from Sydney Transport Facility and the well deserved recipient of the 2019 Jim Metcher Delegate of the Year Award. After joining the Union over a decade ago in 1995, Patrick quickly rose up to become the face of CEPU Transport in many publicity campaigns. Patrick has given up a lot of his own personal time to contribute to many of the CEPU's campaigns including the mighty AusPost EBA campaign.

Patrick now coordinates a wide representative network of 13 AURs across Sydney Transport. He ensures that the Union's position on the plethora of issues confronting Transport members are both consistent and strategic.

CEPU State Secretary Shane Murphy said "Through good times and bad, Pat is the glue that holds the Sydney transport team together. Everyone is incredibly grateful for the work he does and so this award is well deserved."



“Through good times and bad, Pat is the glue that holds the Sydney transport team together. Everyone is incredibly grateful for the work he does and so this award is well deserved.”

- SHANE MURPHY, CEPU STATE SECRETARY



2019 recipients of the Jalal Natour Memorial Service to the Union Award.



Anita Rathour

Anita joined the Union in 2005 when she commenced her career with Australia Post, and has now been an AUR and HSR at Sydney West Letters Facility for a number of years. Anita also serves as a member of the Branch Committee of Management and Chairperson of the Metropolitan. In these ways, Anita has shown incredible leadership and contribution to the Union and is very deserving of the Jalal Natour Memorial Service to the Union Award.



Michael Jordan

Michael Jordan is an AUR at Sydney Transport Facility and joined the Union over two decades ago in 1987. Michael takes a keen interest in resolving workplace health and safety matters at STF and is one of 13 AURs representing over 350 drivers of semi-trailers and B doubles across the state. Congratulations to Michael on this well-earned award.



Tony Damjanovski

Tony is a key AUR at Telstra, representing members in the Western Sydney Field region. Tony has been member of the Union for two decades now after joining in 1989. Since then, Tony has played an active role in numerous EBA campaigns and has been a successive member of the Branch Committee of Management representing the telecommunications membership group. Congratulations to Tony on his achievement.



Minh Luu

Minh Luu joined the Union in 1985 after commencing his career with Australia Post at the old Redfern Mail Exchange. Minh is an AUR at Sydney Parcel Facility, in a position he has held for 6 years. In 2018 Minh was appointed to the Branch Committee of Management, and was again re-elected as member of the BCOM in 2019. This award recognises the incredible contribution that Minh has made to our Union over the last 15 years.



Bradley Stanhope

Bradley joined the Union in 2013 when he began his career at Australia Post. Bradley works at the Belconnen Post Office in the ACT and represents members as a network-wide AUR. Bradley is always an excellent source of information and support for his members and is a very influential Union representative. He is always working towards 100% membership across the offices he represents and we're thrilled to honour Bradley's hard work through this award.



Lee Morton & Dale Johnson

Presented Jointly

Lee and Dale are the dynamic duo of the Lisarow DC. Having joined the Union in 1996 and 1987 respectively, Lee and Dale have forged a unique bond with posties right across the Central Coast region, have a knack for getting the best outcomes for their fellow members, and have ensured rock solid industrial foundations are in place across the whole region.





2019 recipients of Life membership



Alan Montefiore

Alan Montefiore joined the Union in 1976 and was a strong advocate for Unionism in the south coast region until his retirement in 2018. Constantly striving to get the best for members employed in the telecommunications industry in the region between Ulladulla and Batemans Bay, Alan is a very deserving recipient of life membership.



Honorary Life Membership

Kevin Reynolds

Known as a stalwart in the lines area of the Union, Kevin Reynolds – who joined the Union in 1972 – continually goes above and beyond for the telecommunications members he represented in the western region of NSW. Kevin is a very worthy recipient of life membership.



Honorary Life Membership

Stephen Dady

Since joining the Union in 1985, Stephen was a major supporter and contributor to every single Union campaign undertaken. As an AUR on the central coast, representing members employed in the telecommunications industry from Brooklyn to Newcastle, Stephen embodies what it meant to be Union, which is why he's been awarded with lifetime membership.



Honorary Life Membership

Steven Worsley

Since joining the Union in 1986, Steven served as an AUR representing telecommunications members in Parramatta as well as being a member of the Branch Committee of Management. Steven has been awarded lifetime membership for his work in always striving to get the best possible outcome for members.



Honorary Life Membership

Maureen Morris

Maureen joined the Union in 1990 and started and finished her career at the Rozelle Post Office. Maureen became the nominated Health and Safety Rep for her retail network in 1998, became an AUR in the late 1990s, and was elected to the Branch Committee of Management in 2007 where she served as vice president from 2015 until her retirement. As a workplace representative on the state level Retail Joint Consultative Committee, Maureen was part of the process of managing the common counter roll-out as well as the development of our NSW/ACT only RPIP staffing review agreement.



Honorary Life Membership

Robyn Steele

Robyn started her career with Australia Post at the Wyong Post Office in 1983, was appointed health and safety representative in 1999, and became a branch committee of management member in 2003. She also became the staffing liaison officer for all retail members in NSW/ACT and was instrumental in some significant wins for retail members including securing the retail uniform and the retail shoe allowance increase. It was also Robyn who pushed for Australia Post to supply coffee, tea and milk at every Post Office in NSW/ACT so that at morning tea workers could enjoy a cup of tea/coffee without having to pay for it – a huge win for workers.



Honorary Life Membership

Dave McCartney

Dave started out as a postie at St Ives in 1981, was then transferred to Penrith Post Office where he delivered telegrams, before returning to life as a postie. While at the Penrith DC, he was appointed team leader – well in advance of the current team leader concept being introduced across Australia. Dave was the Delivery AUR not only for his workplace, but also at state and national levels after demonstrating his commitment to our values through his impressive analytical and negotiation skills. Dave later served as an elected Branch Organiser until his premature resignation due to health issues in 2002. Dave returned to Australia Post as a postie at Forster DC until he retired.



Honorary Life Membership

Grahame Cameron

Grahame joined the Union in 1997, served as an AUR from 2004 until 2019, was a HSR from 2000 to 2019 and was also nominated as a state health and safety committee member. A senior member on workplace consultative forums, Grahame played a leading role in the consolidation of the Botany, Waterloo and City Street DCs into the Alexandria DC. Grahame was a passionate advocate for posties undertaking walking duties as well as for postie health and safety.



Honorary Life Membership



Shift consolidation win at Sydney West Letters Facility



When the Sydney West Letters Facility tried to change workers' Sunday shifts, the CEPU sprang into action in an attempt to defend members' pay and work/life balance.

When word of Australia Post's move to consolidate all Sunday shifts into one shift spread to workers, people were rightly concerned about the impact the shift

consolidation would have on the workforce.

With the backing of local members, the CEPU went into negotiations with Australia Post – demanding workers' take-home pay not be slashed as a result of the changes proposed by Post.

Branch Organiser TK Ly said the result was a huge win for members in the facility, with Sunday ratios being protected with the number of Sunday shifts members worked per year.

"This wasn't a small issue - the move impacted hundreds of member's income and annual leave entitlements as well as their commitments outside of work," TK Ly said. "Thanks to the strength shown by the membership, we managed to secure the best possible deal for our members.

"The number of Sundays members worked each year has been protected".

"Everyone understands that the practicalities of running a centre as enormous as the Sydney West Letters Facility means things need to change and evolve from time to time for various reasons. Workers want the centre to work as efficiently as possible, but what we can't accept is workers and their families paying the price for those changes".

"We sat down with Australia Post and negotiated a deal that members at the facility were happy with. It was great to see members achieve such a positive outcome."

Securing access to shift swaps

As you could imagine working shift work and having a family is a difficult thing to manage, so being able to swap shifts allows members to attend family related events and emergencies.

Recently, we had received a number of complaints from technical and maintenance members unable to secure a shift swap. We had serious concerns about this basic entitlement and decided to take the matter up with management.

Your Union, with the assistance of the Local Working Group, was successful in achieving an agreement that allows members to swap shifts whenever they need to. If the company has a valid reason to deny a shift swap, they must now provide a formal explanation.

This is a huge win for our members who can now fairly apply and access shift swaps to ensure they can be flexible for their personal obligations outside of work.

CEPU stands up for work/life balance at Sydney Parcel Facility

When Australia Post decided to change the way it processes parcels at the Sydney Parcel Facility – in turn impacting workers' shifts – the CEPU took action and stood up for workers' right to a decent work/life balance.

Australia Post recently proposed changing the running of the large parcel sorting system so that workers were rostered onto just two shifts (as opposed to the current four shift system). The proposal also included moving some of the work from the Sydney Parcel Facility to Chullora and the new Eastern Creek facility.

The move would have meant that the 6am shift – a shift particularly popular with those with young family commitments – would be abolished, resulting in over 50 workers being forced onto other shifts.

The move could have also resulted in almost 30 workers being forced onto night shift against their will.

CEPU Organiser, TK Ly said that as soon as the Union was made aware of the proposal, the CEPU engaged with Australia Post to try and find a solution that allowed the company to achieve the efficiencies they were seeking, while minimising the impact on our members and their families.

"Of course everyone understands that companies try to streamline their work and make things more efficient. No one has a problem with that, except when it comes at the expense of workers," TK Ly said.

"Many workers prefer the early shift because it allows them to work around their family commitments.

"We were strongly opposed to members being forced to move to a night shift against their will, particularly if they elected to remain at Sydney Parcel Facility.

"Our negotiations with Post, backed by the unwavering support of local members, produced an outcome that satisfied the majority. Around 40 early shift positions were opened up at SGF and SWLF, which were offered to those affected by the 6am shift change at SPF.

"SPF permanent staff have also been given priority if they'd prefer to move to the new Eastern Creek PDC to be closer to home, or in order to avoid working night shifts.

"A local working group has also been established to ensure people can have input into the changes in order to minimise the adverse impact of such changes on members and their families.

"Considering the scale of the change in the parcel network, this has been a very good result for workers. Of course workers in the facility want the place to work as efficiently and smoothly as possible, but that can't come at the expense of an appropriate work/life balance.

"The process has also been an opportunity to address other issues that have been bubbling along in the facility, including seniority issues, which has been a bonus.

"All round, it's been a fine example of what's possible when workers stand together and the Union is able to engage constructively with the company to ensure workers get the best deal possible."



The world of Post is evolving, but workers' rights can't go out the window with the old technology



The world of postal services is changing at a rapid rate and while it's important that the changing demands of customers are being met, it's critical the needs of workers aren't thrown out the window in the rush.

The changes in the future of mail at Australia Post is hugely significant – not just for customers and the company, but also for workers – many of whose work days have been turned on their heads as a result of changes driven by customer demand.

The move away from traditional mail items has been swift and significant, and while Australia Post is attempting to alter the way it works to meet the shifting demand, the CEPU is demanding the company ensure workers' rights are protected every step of the way.

Branch Secretary Shane Murphy, said while there are agreements in place to protect the impact any changes have on workers and to ensure the Union and workers are properly consulted every step of the way, the reality is unfortunately often quite different.

“Of course the postal industry is in the midst of a dramatic shake-up and things need to progress and move quickly in order to keep up with demand, but all too often we're seeing changes rushed through without any regard for the workers or the agreements put in place to ensure changes are safe and viable,” Mr Murphy said.

“It's the unfortunate case that very often employees are being expected to do more and more with less and less.

“Progress is a good thing, but it needs to be managed in a consultative way to ensure the changes work for everyone along the chain, including customers and workers.

“Change in our industry isn't slowing down – we're going to see more and more change over the coming years. That's not necessarily a bad thing, so long as the proper steps are taken to ensure safety, conditions and fairness aren't compromised as a result.”



Progress is a good thing, but it needs to be managed in a consultative way to ensure the changes work for everyone along the chain, including customers and workers.



Mental Health in the spotlight



Mental health is emerging as one of the key battlegrounds for workplace health and safety. Many of us spend most of our lives at work, and poor conditions, relationships and work-related stress can have a profound impact on our lives.

The ACTU's *Work Shouldn't Hurt* Report surveyed 25,000 Australian workers. It found that 61% have experienced poor mental health because their employer did not manage hazards in their workplace.

Employee assistance programs, which are internal counselling services available to employees, report increasing numbers of referrals for employees experiencing mental health issues.

As our industries weather some very significant changes, it's crucial we look out for workers who are having difficulty adjusting. For postal workers, the shift in focus on parcels, from letters brings an overhaul in their work routine, from processing technology and retail offerings to modes of delivery and shift patterns. For telecommunications technicians, waves of redundancies and ongoing job insecurity are a major source of anxiety and distress.

There is ample evidence that these changes can have a profound impact on personal happiness and mental health, especially for long-serving workers who have given decades of service and are now uncertain of their future.

We encourage all our members to look out for one another and ask for help if they are struggling.

If you are experiencing poor mental health, contact Lifeline on 13 11 14.

We urge all workers to look out for mental health warning signs:



- **Anxiety**
- **Exhaustion or disturbed sleep**
- **Difficulty concentrating**
- **Emotional responses**
- **Changes in appetite**
- **Withdrawal from friends and colleagues**
- **Feelings of hopelessness**



Winning cases like yours.

For more than 18 years I've been fortunate to work at a law firm like Slater and Gordon.

As a leading Australian plaintiff law firm, with a strong commitment to social justice, Slater and Gordon has always been firmly focussed on our connection to the labour movement.

Indeed, the founders of our firm - Bill Slater and Hugh Gordon - wanted to build a firm that was more than a legal practice. They wanted their firm to contribute to the broader aims of the labour movement:

- By representing the interests of workers through our legal practice work,
- By volunteering our labour and resources to the campaigns that elect governments that will protect your rights, and
- By contributing to policy debate and public policy forums to strengthen the laws that protect the rights of you and your family.

For me, working at Slater and Gordon has given me the opportunity help Union members and their families understand the complexity of the legal system at a time in their lives when - often - they are at their most vulnerable.

And that's not just when it's an issue of your rights at work. Our firm can represent Union members in all sorts of ways.

From an individual perspective there's:

- Employment law - like unfair dismissal, equal opportunity, discrimination and sexual harassment cases
- Compensation claims - like Workers Comp, Motor Vehicle Accident Claims, Comcare, Medical Negligence, Silicosis and asbestos claims
- Specialist advice - like contesting a Will, Superannuation and employment claims.

Then there's our reputation for winning compensation on behalf of groups of people who have been ripped-off by the unconscionable behaviour of big business.

Our passion for social justice has meant we have been willing to take on cases that others wouldn't have:

- Such as Wittenoom, Ok Tedi, Big Tobacco and cases where thousand of workers were impacted like James Hardie and asbestos.
- We took on the first case of medically acquired HIV and we launched the first action on behalf of survivors of abuse at the hands of the Christian Brothers.
- More recently we achieved the biggest human rights settlement in Australian legal history on behalf of detainees on Manus Island and launched our Get Your Super Back campaign on behalf of hundreds of thousands of Australians whose retirement savings have been gouged by the big banks.

In fact in November 2019 Slater and Gordon won a \$49.5-million settlement with NAB and MLC Limited in a class action over consumer credit insurance for credit cards and personal loans. This was a case where ordinary Australians had been sold insurance products that in some case were ineligible to ever make a claim against.

It's the skills we develop through these battles that we can use to win cases like yours!

But it's more than just our legal skills. In 2009 we became, and remain, the only law firm to offer in-house social work services to our clients who need additional help.

Slater and Gordon have always valued our relationship with Unions like the CEPU - and we always will.

Rachael James.

Rachael is the General Manager of the NSW/ACT Personal Injury Practice and the National Practice Group Leader for Comcare Law.



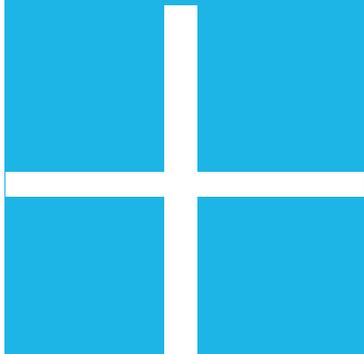
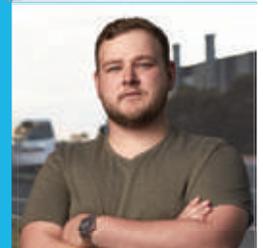
Anyone can be injured in an accident.

But not every law firm fights for your rights like we do.

We strive to achieve the best outcomes for our clients, while reducing the stress they go through to obtain their compensation.

If you've been injured at work, on the road, or in a public place, see where you stand for free online in 3 minutes with our free online claim check

Ask your union rep about our exclusive Union member benefits.





Sham contracting class action heating up

The CEPU is continuing to work closely with Shine Lawyers to bring justice to subcontractors who we believe have been ripped off by ISGM (now trading as Tandem Corporation).

Tandem, or IGSM, is a key player in the NBN – providing technicians for the Federal Government’s shambolic multi-technology mix National Broadband Network.

The class action is being run on behalf of telecommunication workers who, since 2011, suffered financial losses after entering into sub-contracting arrangements with ISGM.

Shine Lawyers allege that since at least 2011 ISGM has misrepresented the true nature of their engagement with thousands of telecommunication technicians in breach of the Commonwealth Fair Work Act (2009) (FWA).

Despite what the CEPU sees as overwhelming evidence to the contrary, the company is continuing to insist that workers who purportedly entered into sub-contracting arrangements with ISGM were never actually employees of ISGM.

Branch Secretary, Shane Murphy said it is the Union’s strong belief that all subcontractors engaged by Tandem since 2011 should have legally been regarded as employees and are therefore owed significant compensation.

“Shine and the CEPU strongly believe in the prospects of this case and will fight tirelessly to ensure that justice is delivered for workers,” Shane Murphy said.

“We believe these workers are entitled to compensation in the form of unpaid entitlements such as annual leave, overtime and superannuation.”

The case is still being heard in the Federal Court. Stay tuned for updates.

Fighting for the rights of Unions and their members for over 80 years

We fight to achieve the best outcomes for our clients, while reducing the stress they go through to obtain their compensation.

With our No Win. No Fee* offer and a free initial appointment**, you can afford access to the justice you deserve.

If you’ve been injured or suffered a loss, ask your Union for a referral to Slater and Gordon Lawyers.

Ask your union rep about our exclusive Union member benefits.

* Does not include third party costs or disbursements. For T&Cs visit: slatergordon.com.au/nwnf
** For T&Cs visit slatergordon.com.au/fia



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- + Medical Law
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Subbie or slave?

Being a subcontractor in our industries can be a minefield. The CEPU is here to help you navigate the difficult world of subcontracting and avoid getting done over by the exploitative companies that we know are out there.



In recent times sub-contractors have reported being locked out of the industry by unscrupulous principal contractors. Many have been on-boarded by suppliers under a number of different principal contractors where no contract exists, yet the principal acts as if the subbie is indentured to them.

The CEPU's Peter O'Connell says reports from members allege the behaviour has reached the point where if a sub-contractor walks away from a principal they can be faced with adverse action ranging from non-payment for work performed to charges for training – some of which was provided free by the NBN.

"We've had reports of sub-contractors being unable to obtain work with other principals and/or suppliers," Peter O'Connell said.

"This practice seems to be supported by the suppliers who demand that the sub-contractor obtain a release letter from their current principal. In cases where the principal refuses, even where there is no contract binding the sub-contractor, some suppliers are refusing to provide the subbie with the opportunity to work.

"We've even seen cases where subbies have gone to the extent of providing sworn statements to suppliers stating that they do not, or have not ever had, any binding contractual arrangement with certain principals. However, suppliers continue to demand a letter of release.

"In our view, this is unfairly restrictive to the sub-contractor and the Union has sought a legal opinion on the options that may be available to members and the Union to prevent principals and suppliers from operating in a way that may be a breach of relevant trade legislation."

The CEPU has also initiated engaging with NBN on the matter.

Any sub-contractors that are currently being subjected to such behaviour are encouraged to contact the CEPU for immediate assistance.

Furthermore, all members should contact the CEPU prior to signing any contract for a free review, ensuring such contracts are free from terms that may restrict your ability to trade freely. The CEPU is here to help navigate through the minefield and ensure you're being engaged as a subbie, not a slave.

"In our view, this is unfairly restrictive to the sub-contractor and the Union has sought a legal opinion on the options that may be available to members and the Union to prevent principals and suppliers from operating in a way that may be a breach of relevant trade legislation."



In 25 words or fewer, tell us your answer to this question for your chance to win tickets to **Raging Waters Sydney** or **Australian Reptile Park**.

Why is it important to be a member of the CEPU?

Looking for a fun family day out this summer?

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Send your response to feedback@cepu.org

Entries close on **14 January 2019.**

The winners will feature in the Winter 2020 edition – so get writing now!

