

# EBA 9 Update



## 1. AHMED ROADSHOW

The CEO has offered a “One Team Reward” that would be paid in September of every year. It is in place of the \$100 Load and Go card. The bonus is \$500 for full time employees and \$250 for part time employees. It will be taxed. It does not count for salary or Superannuation purposes. And it comes with strings attached:

- Meeting 96% parcel delivery standard
- Australia Post profits must increase every year
- The 2% per year 4 year EBA must be agreed too

## 2. THE MULTI MILLION DOLLAR MAN

News reports have indicated that the real reason for the CEO delaying his departure until June 30<sup>th</sup> is that Mr Fahour is due for further multi-million pay-outs. <http://www.smh.com.au/business/ahmed-fahour-in-line-for-6-million-bonus-this-year-on-top-of-2-million-salary-20170228-guneyn.html>

## 3. EBA9 CLAIMS AND GOVERNMENT POLICY

Members will be aware that the current Turnbull Government policy caps EBA pay rises at 2% per year. Senior and middle management do not seem to be subjected to this policy. Your Union has sought legal advice on whether the application of this policy is lawful. At the recent Senate estimates hearing even the Department of Communications was unsure as to how the supposed policy would apply!

Regardless your branch will NOT be supporting an EBA that locks in a tiny 2% year pay rise **for 4 years**. *It would be madness to sign up to such when one considers that the Liberal National Party Government is only a by-election away from losing office!*

## 4. FOCUS GROUPS

Members have reported that Australia Post are setting up “Focus groups” of workers to test the water with the EBA. We encourage members to take part and tell Australia Post in no uncertain terms your thoughts and what you think of their **insulting offer**. It is also important to emphasize that you want them to bargain in good faith with your union.

Standout items from member surveys include:

- 15% penalty rates for all operation staff
- Restoring your Superannuation entitlements so that Superannuation Final Annual Salaries are not frozen for the majority of employees.
- Decent pay rises
- Protections for the retail network
- Adequate staffing and relief staffing levels
- Protections for penalty rates

## 5. NEXT STEPS

At a National meeting late last week Postal representatives from your Union resolved to reject the current offer outright and to start preparing administratively for a **protected action ballot**. Industrial action is a tool of last resort but the process does take some time and we need to be ready if Australia Post refuse to budge and continue to hide behind the Turnbull Government’s bargaining policy.

Contact us directly if you have been approached to be part of any “Focus groups” and sign up to our Facebook page **CWU Victoria** or look on our web-site [www.cwuvic.asn.au](http://www.cwuvic.asn.au) for regular updates.

21 March 2017

Leroy Lazaro  
**BRANCH SECRETARY**



Connecting  
our community

communication workers union  
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