

employment

# BOOST YOUR BANDWIDTH

**YOUR UNION IS CURRENTLY BARGAINING WITH NBN FOR A NEW ENTERPRISE AGREEMENT TO UNDERPIN YOUR ENTITLEMENTS AND CONDITIONS AT WORK.**

## technicalities

### One agreement for one workforce

NBN employees are currently employed across four different agreements. To avoid confusion and ensure employees across the workforce can have confidence in their workplace and employment structures, their entitlements and their general rights at work, the CWU will be seeking for all four agreements to be combined into one to cover the entire corporate workforce.

## fair pay

### A fair wage increase

The Federal Government's Workplace Bargaining Policy limited wage outcomes to an average 2% per year over the term of the current agreements. Your Union will be seeking a higher wage outcome that allows members to keep up with the increasing cost of living - particularly the out-of-control costs of property across the major cities where the majority of NBN employees live.

### Clear paths to advancement

Wage disparity within classification bands can reach close to \$20,000 per annum in the current agreements. Any new agreement should provide a clear pathway for members to advance in skills and wages within their classification bands.

## job security

### Reforming limited tenure

The limited tenure provisions contained in the current agreements exist to allow management to recruit for genuine non-ongoing purposes for a specific period of time. It is not there for management to abuse, effectively extending the length of an ongoing employee's probation period to up to two years. Unfortunately, we have uncovered many examples of where this has occurred and will be seeking significant reform and protections surrounding this provision in future agreements.

### Fairer surplus procedures and entitlements

A lack of redeployment procedures in the current agreements is not good enough. An employee who may find themselves surplus in one role should have the option to be placed against another suitable internal vacancy prior to being terminated. Your Union will be seeking a comprehensive redeployment and retraining package as part of any new agreement - along with an increase to the current redundancy pay entitlement as a further deterrent to utilising redundancy as the first option.

## improving your work/life balance

### Reduced attendance rostering

Past surveying of members indicates the lack of an ability to spend adequate time participating in leisure activities or enjoying the company of loved ones during the working week. Taking frequent breaks from work helps to alleviate workplace stress and is crucial to an employee's ongoing mental health. Research around the world has determined an effective work / life balance leads to increased productivity. Your Union will be seeking to introduce a reduced attendance rostering scheme enabling members to schedule a monthly day off to spend with family or friends.

## why bargain collectively?

When workers come together to pursue a common outcome with their employers, you are in a much stronger position than going it alone.

Your Union has built strong foundations across a number of agreements in two successive rounds of enterprise bargaining with NBN. It's now time to **boost your employment bandwidth**. You and your workmates possess market-leading skills and capabilities - that's why you're here. It's time your employment conditions reflected that.

## strengthen your union's bargaining position

A strong CWU has been able to deliver the conditions NBN employees already currently enjoy. Only a stronger CWU can improve them. Our strength is our membership and it's critical to your rights at work that you and all your workmates are CWU members.

If you're not yet a member, join today using the form attached to this notice.

## stay updated

CWU officials are meeting regularly with members. For the most up to date information make sure you're subscribed to our email bulletins by contacting your organiser using the contact details below.

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Authorised by Nick Townsend, State Secretary.

communication workers union

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our community