

PROTECTED ACTION NOTICE

CASUAL CLOTHING DAYS CANCELLED



Dear member,

Last week we wrote to you to advise the CWU had authorised protected action at Telstra for members to attend for ordinary duty in casual clothing. This was planned as another way for members to engage in symbolic action to advance their claims for a fair EBA, and a fair pay rise, whilst minimising the impact of industrial action on your customers.

Telstra's response is another disgraceful display of contempt for you, and for your customers. **We believe that Telstra's notice is defective and to withhold your pay for engaging in such action would be unlawful.**

We have written to Telstra asking them to withdraw this notice, or correct it. **Telstra responded to this request at COB today, refusing to withdraw.**

Given the uncertainty surrounding Telstra's behaviour and the confusion amongst members, we are temporarily withdrawing our protected action of casual clothing days. We will not allow members to be docked a day's pay for not adhering to a dress code, and we will not further inconvenience your customers by responding with another general stoppage so close to our last.

Instead, we have instructed counsel to investigate any and all legal remedy available to us to challenge the validity of Telstra's notice to you and will seek to reinstate this action at a later date once the matter is clarified, should Telstra continue to refuse to meet.

As such, members are advised to attend for duty in their normal work-related clothing on days previously advertised as casual clothing days.

Outages, cutovers and other work being missed and having to be rescheduled is a daily occurrence due to members' adherence to essential, emergency and overtime work bans. Members are thanked for continuing to adhere to these strategic bans. Telstra's behaviour demonstrates the effectiveness of your action and we need to keep that pressure on. All other action will continue, including the indefinite ban on accepting stock and equipment deliveries to your home – which commenced today. **Members who have previously given authorisation for Telstra to leave stores at their home unattended are reminded to notify their manager immediately to withdraw this authority.**

For your ease of reference, the below summarises all authorised protected action currently active and/or notified to commence:

1. INDEFINITE BAN ON PERFORMANCE OF ESSENTIAL CUSTOMER SERVICE WORK

COMMENCED: 12:01am March 7 2019 (NSW,ACT,SA,NT,QLD,TAS,VIC) & 12:01am March 8 2019 (WA)
CONCLUDES: Upon further notice from the CWU

This means, if you are listed on a recall roster as "on call", on "emergent call" or on "immediate call" you are directed to not attend to any duties associated with this roster, including; attending to call outs, responding to call outs, attending to any remote duties (including telephone advice or accessing systems from home).

Note: this action does not apply where there is a threat to life or the safety or health of persons.

2. INDEFINITE BAN ON PERFORMANCE OF EMERGENCY WORK

COMMENCED: 12:01am March 7 2019 (NSW,ACT,SA,NT,QLD,TAS,VIC) & 12:01am March 8 2019 (WA)
CONCLUDES: Upon further notice from the CWU

This means, if you receive a callout for emergency work, (that is – you were not on an after-hours roster and you were not notified you may be called out), you are directed not to attend to that work – including any remote activities such as telephone advice.

Note: this action does not apply where there is a threat to life or the safety or health of persons.

3. INDEFINITE BAN ON PERFORMANCE OF ADDITIONAL HOURS AND SCHEDULED & UNSCHEDULED OVERTIME

COMMENCED: 12:01am March 13 2019 (ALL STATES AND TERRITORIES)
CONCLUDES: Upon further notice from the CWU

Note: this action does not apply to members in Triple Zero call centres and does not apply where there is a threat to life or the safety of persons

4. INDEFINITE BAN ON ACCEPTING STOCK OR EQUIPMENT AT HOMES

COMMENCED: 12:01am March 25 2019 (ALL STATES AND TERRITORIES)
CONCLUDES: Upon further notice from the CWU

Members should immediately notify their manager, withdrawing any authority for stores and equipment to be delivered to their homes and left unattended for the duration of this action. This authority can be renewed once action concludes.

Note: this action does not apply where there is a threat to life or the safety or health of persons.

5. UPCOMING BAN ON WORK REFERRED BY OFFSHORE CENTRES TO GOC EMPLOYEES

COMMENCES: 12:01am March 26 2019 (ALL MEMBERS EMPLOYED AT THE GLOBAL OPERATIONS CENTRE)
CONCLUDES: 11:59pm April 1 2019

This means members will refuse to perform any duties resultant of a referral from offshore to assist and/or resolve issues.

Note: this action does not apply where there is a threat to life or the safety or health of persons.

Important facts related to protected action is produced on the reverse of this notice and members are urged to familiarise themselves with this information.

22 March 2019

Nick Townsend, Secretary

Graham Lorrain, President (0419 807 285)

All member enquiries to Graham Lorrain on 0419 807 285 or graham.lorrain@cwu-sant.asn.au



IMPORTANT NOTICE – PLEASE READ

TO TAKE PART IN PROTECTED INDUSTRIAL ACTION, YOU MUST BE:

1. Currently employed by Telstra and within the scope of the proposed Enterprise Agreement; and
2. A current member of the CWU - if you are not a member, you can join prior to action commencing by contacting: (08) 84437389

TO ENSURE THAT THE ACTION YOU ARE PARTICIPATING IN IS LEGAL AND PROTECTED:

Ensure you are following only the action which the Union has **authorised**. If you require further clarification on any of the abovementioned notified actions, please contact your Branch Official **immediately**.

YOU ARE NOT REQUIRED TO PROVIDE PRIOR NOTICE TO TELSTRA OR ANY MANAGEMENT REPRESENTATIVE OF YOUR INTENTIONS TO ENGAGE IN PROTECTED INDUSTRIAL ACTION:

You are not required to provide any notice of your intentions to engage in the abovementioned protected action. Appropriate notification as required under legislation has been provided to Telstra by the Union

IGNORE ANY INDUSTRIAL ACTION NOTICES FROM MANAGEMENT:

Members are advised to ignore any notice NOT authorised by the CWU. The CWU will inform members directly through circulars, emails or, text messages and local reps/delegates of what action they are required to participate in. **IGNORE** any directions or notices to participate, or not, in industrial action from any other sources **including management**.

Members are to contact their Union immediately if any management representative threatens your employment in any way for taking part in Protected Industrial Action authorised by your Union.

