

Principles Relating to a Productive Working Relationship

Telstra and the Unions and the ACTU have discussed their shared objective of a productive working relationship. This document outlines the Principles guiding this relationship and the first steps the parties will take towards this aim.

1. Parties Committed to Productive Working Relationship

The following parties are committed to the Principles outlined in this Document:

- Telstra Corporation Limited (Telstra),
- Australian Council of Trade Unions (ACTU)
- Communications, Electrical and Plumbing Union (CEPU)
- Community and Public Sector Union (CPSU)
- Association of Professional Engineers, Scientists & Managers Australia (APESMA)

2. Principles guiding parties

- The ACTU and unions represent, protect and advance the rights at work of their members.
- Union membership is a matter of employee choice. Telstra respects an employee's choice to join a union and recognises the special role that unions play as a collective voice for Australian employees. Telstra also recognises that employees are entitled to be supported by their union in relation to workplace issues.
- Telstra is Australia's leading employer and investor in the media communications industry. Telstra offers its employees industry-leading pay and conditions of employment. Telstra conducts its business in the best interests of its employees, customers and shareholders.
- The parties recognise the importance of the principles of respect, fairness, and open and honest communication.
- Senior representatives of the parties will meet at least annually to discuss the Principles and an ongoing productive relationship.

3. Fair Work Laws

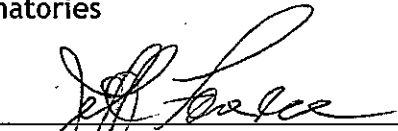
In accordance with the Principles, the parties recognise that:

- Under the Fair Work Act, which commences on 1 July 2009, good faith collective bargaining is a feature of agreement-making.
- Like other businesses, Telstra is considering the new Fair Work laws and its good faith bargaining approach.
- Telstra is committed to bargaining in good faith under the new laws with unions representing Telstra employees.
- The union parties are committed to bargaining in good faith with Telstra.
- The shared objective of the parties is to negotiate a new enterprise agreement as soon as practicable.

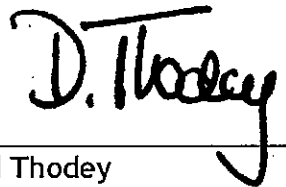
4. Next steps

- The parties will agree to a joint statement reflecting these Principles.
- The parties will meet to set a timetable for discussions to resolve outstanding issues including enterprise bargaining.

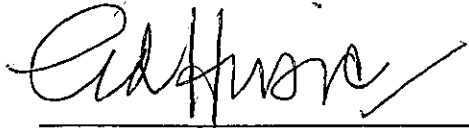
Signatories



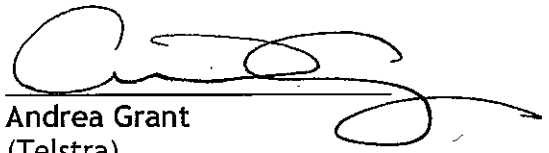
Jeff Lawrence
(ACTU)




David Thodey
(Telstra)



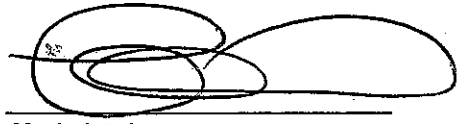
Ed Husic
(CEPU)



Andrea Grant
(Telstra)



Stephen Jones
(CPSU)



Chris Walton
(APESMA) *per*