



DOWNER SUBBIES WIN BETTER RATES - 2010

Having had enough of low, unreasonable job rates and a further deterioration of take home pay caused by changes to Foxtel's business practices, Foxtel Downer subbies in NSW stopped work for two days earlier this month in pursuit of a fair rates improvement.

Foxtel's ever-growing preference for the wireless Digipath add-on as opposed to the traditional wired return path install to enable the interactive features of Foxtel Digital has translated into smaller pay packets for installers.

Following several offers to end the subbies unavailability for work and under considerable pressure from falling service standards, senior Downer representatives finally met with CEPU NSW State Assistant Secretary Shane Murphy and the local NSW Downer Union rep. Constructive talks took place and significant concessions were made by Downer resulting in a fair pay proposal.

The determined unity of Downer Foxtel CEPU members resulted in:

- a 3% increase to ALL RATES backdated to 1 November 2009
- a further rate increase on 1 July 2010
- an increase in the Foxtel Digipath rate of over 100% to \$15 and
- a new payment code for the installation of the ADSL filter at \$10. (Previously subcontractors received NO payment for the installation of this filter.)
- further changes to the deductions for lost Digipaths, with penalties down from \$300 to \$50 for the whole unit.

Further talks are taking place to finalise issues such as NIA process, multi-room rate, fines and reductions amounts, routing of work, pre-wired rate etc.

On the basis of this significant win for the CEPU and its members, subbies returned to work.

The CEPU wishes to congratulate its Downer Foxtel subby members on their determination and their support for their Union that has resulted in this win. The level of support for the action, which involved all subcontractors in NSW, was crucial to its success.

Just another reason why communications subbies shouldn't go to work without the CEPU.

REMEMBER THE UNWARRANTED SERVICE STREAM FINES IN 2008/09?

In what was a stunning victory in 2009 for the sub contractors, the TSCA negotiated an arrangement with Service Stream management, which quashed all fines due to be paid until the end of September 2008.

This terrific result came about due to the unprecedented action of the Subbies by making themselves unavailable for work due to their mistreatment by management and until the issue of unfair fines was remedied.

The action was widely supported and almost everyone stuck together. They did the hard yards, they put their money where their mouths are – and every Subby in Australia owes them big time.

The agreement not only dealt with the issue of the fines it also set out a process for dealing with fines in the future and ensures that senior managers will not be able to reinstate fines considered invalid by Supervisors.

It also provided for a review of the process for the TSCA to be involved in these discussions to represent the subbies. Like everyone else, sub-contractors are entitled to be represented and that right was recognised in the agreement.

Another example of what can be done if subbies stick together.

NSW STREAM SUBBIES FORCED WAGE INCREASE IN 2009

It's amazing what a difference it makes when the boss's pocket is hit. Around the same time as Victorian Subbies took on Service Stream last year, NSW Stream Subbies did the same and took a bit of a break for 6 days. This certainly got the attention of management for once and resulted in further discussions between the parties.

As a result of the pressure applied, Stream management has just increased the rates being paid by approximately 6 per cent. We understand that in some cases, more than 6 per cent has been paid.

Another example of "what is necessary" to get a decent outcome for subbies.

YOU KNOW WHAT IT TAKES – JUST DO IT!

Combined with the writing off of fines last year, the wins outlined above represent many hundreds of dollars in Members' pockets every week and every one of them agrees that their membership of the Association has more than paid off for them.

There is absolutely no reason why Subbies employed by other companies cannot make similar gains. All it takes is for people to enlist the assistance of the Association and to stand united together. As the old saying goes: **Dare to struggle – dare to win – if you don't fight, you lose.**

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DON'T GO TO WORK WITHOUT THE SUBBIES ASSOCIATION JOIN NOW!

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