



**VOTE
NO**

**TO THE VISIONSTREAM
BOSSSES' EBA**

The Visionstream bosses have walked away from bargaining and want you to accept an inferior EBA.
Tell them it isn't good enough. Vote NO. Send them back to the table.

JOB SECURITY AT RISK

During bargaining, your Union advanced a claim to introduce a clause which would limit Visionstream's ability to use contractors to perform the work ordinarily undertaken by permanent employees.

Visionstream agreed to this claim, only to back-flip on the deal six weeks later.

Former Silcar employees enjoy a similar clause in their transition conditions and your Union was able to rely on this clause during the FNS redundancy dispute as basis for push-back against the mass sackings.

The proposed bosses' EBA will allow them to engage contractors to undertake your duties — and replace you in your employment.

BUILDING CODE COMPLIANCE LIES

Changes to the Building Code introduced by the Federal Government in 2017 stripped clauses restricting the use of contractors and how companies engage and consult with Unions, from EBAs of companies tendering for Federal Government-funded work.

Following a CEPU lobbying effort, the Government back-flipped on the changes and introduced a process for companies primarily performing work in the fields of "Essential Services", including telecommunications projects like the NBN, to apply to the ABCC for an exemption to compliance with the Code.

Visionstream have been granted this exemption in the past, just as many other telcos have. Yet, in desperation, the bosses are now lying to employees — claiming their EBA must comply or they will not win further contracts. These lies are designed, purely, to water down your job security and rights to Union representation.

UNFAIR PAY RISE BLACKMAIL

Their unfair pay deal delivers a wage rise of just 1.5% p.a for former Silcar employees, and 2.5% p.a for Visionstream employees. The bosses have ignored you and your feedback and are blackmailing workers — threatening to rip away any back-pay offers if you don't support their inferior EBA.

ALTERING THE PAY PERIOD

Currently, former Silcar employees are paid on a fortnightly basis with remaining Visionstream employees paid weekly. The bosses' EBA will shift all employees to fortnightly-based pay. This is not in itself too controversial, however there are no processes, nor information shared, to explain how this transition will occur. At the very least, employees with financial obligations reliant on their current pay cycle deserve clarity and transparency around this change to enable them to alter their commitments, accordingly.

TRAVEL ALLOWANCE DELAYS TO CONTINUE

Employees engaging in company related travel are often required to fork out anywhere from hundreds, to thousands, of dollars in advance to fund their travel arrangements and can often wait up to two weeks to be reimbursed.

With families to provide for, you shouldn't have to wait unreasonable periods of time to be reimbursed for paying the company's travel bill. Yet, the bosses have rejected your reasonable claim for payment to be made within a 24 to 48 hour window of that travel commencing.