



Without Prejudice Offer:

**OFFER OF SETTLEMENT – Telecommunications Services CA  
8 June 2020**

**SUBJECT TO RATIFICATION  
BROADSPECTRUM AND ETU**

	<b>Issue</b>	<b>Agreement</b>	<b>Explanation</b>
<b>1.</b>	Term	The term is 18 months, commencing on 1 July 2020 and ending on 31 December 2021.	NA
<b>2.</b>	Wages	Wages will increase from 1 July 2020 by 1.5% and again 12 months later, on 1 July 2021 by 0.5%.	NA
<b>3.</b>	Minimum Rates Table	The Company and the Union agree to continue the review of existing rates and finalise a Minimum Rates table within 3 months following the signing of the new Collective Agreement and to incorporate the rates via the variation process.	NA