



RAIL TRAM & BUS UNION

Tram & Bus Division

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ATTENTION ALL MEMBERS

Tuesday 14 May 2019

Yarra Trams seeks to be able to create a mass part-time workforce

On 2 May 2019, members were sent an email from Yarra Trams notifying you that it had made an offer in enterprise bargaining for a new Operations Agreement. This offer was premature as enterprise bargaining is continuing and the RTBU continues to provide detailed explanation of its claims to Yarra Trams.

Yarra Trams' offer would allow it to create a mass part-time workforce.

The current agreement contains a 4% cap on part-time employees. This ensures that our workforce is overwhelmingly made up of full-time employees.

Yarra Trams is seeking to increase the cap on part-time employment to a whopping 35%. Imagine a workforce in which one third of the workers are part-time employees. This would be the biggest change to our workforce in a generation. We believe that it would have a devastating impact on job security and our culture.

Yarra Trams claims that "commitments" it proposes will protect current full-time workers. Do you really trust that Yarra Trams will not seek to replace full-time workers with part-time workers?!

Yarra Trams has a terrible record of unfairly sacking workers. Yarra Trams has a terrible record of refusing to abide by recommendations made in the internal appeals process under the current agreement.

Last year Yarra Trams was penalised by the Federal Circuit Court for breaching the current Operations Agreement. We currently have two Federal Court cases against Yarra Trams alleging it has breached or proposed to breach the current agreement.

A mass part-time workforce would also destroy our culture that has been developed through the security of full-time employment and contact with each other at the depots. A mass part-time workforce employed for as little as 3 hours a shift will erode this culture. Further, it will deprive a new generation of workers of stable and secure full-time jobs.

The information provided to you by Yarra Trams is also misleading. We have now received a draft enterprise agreement from Yarra Trams setting out precisely what it seeks. It seeks the ability to employ new part-time workers on top of the 35% cap if they are employed as part of a “special measure to promote and realise gender diversity in the workplace or to promote and realise the employment of persons with family and caring responsibilities in the workplace”. There would be no cap on these new part-time workers.

Who will decide whether the employment of new part-time workers is part of a “special measure”? Yarra Trams will decide! Conveniently, Yarra Trams decided not to tell you about this part of its plan.

The RTBU believes in gender diversity and assistance for workers with family and caring responsibilities. However, we believe that Yarra Trams is actually motivated by a desire to have the ability to have a workforce comprising even more than 35% part-time workers.

The RTBU believes that Yarra Trams’ part-time claim would be devastating for our industry if they get away with it. But they won’t!

This is an attack on all of us.

We need to join together and demand a better deal from Yarra Trams. We need to fight for a new agreement which provides job security, fairer conditions and better wages.



Tarik Koç
Secretary



Mario Mizzi
Assistant Secretary