



RAIL TRAM & BUS UNION

Tram & Bus Division

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ATTENTION ALL MEMBERS

16 April 2019

BARGAINING MEETING FOR A NEW ROLLING STOCK, INFRASTRUCTURE, ADMINISTRATION, TECHNICAL & PROFESSIONAL AGREEMENT

Today we met with Yarra Trams to continue bargaining for an agreement to replace the *Yarra Trams Enterprise Agreement 2015 – Rolling Stock, Infrastructure, Administration, Technical & Professional*.

As you know, the RTBU log of claims consists of 55 claims that have been raised by our members with their delegates and endorsed by the Union. We enclose a copy of our log of claims.

We have told Yarra Trams that we intend to bargain in relation to amendments to common conditions first; then new clauses for the common conditions part of the enterprise agreement; and then amendments and new clauses in relation to non-common conditions. Following comprehensive negotiations on these matters, we will make an offer on pay rises and increases to penalties and allowances. Our progress on terms and conditions will obviously influence our offer on pay rises and increases in penalties and allowances.

Today, we began the process of providing Yarra Trams with a detailed explanation of our claims in relation to amendments to existing common conditions.

We will continue to keep our members updated on our progress.

Our next bargaining meeting is on Tuesday 30th April 2019.


Tarik Koç
Secretary


Mario Mizzi
Assistant Secretary

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The RTBU Tram & Bus Division sets out its claims below. We reserve our right to add or subtract claims in the course of the bargaining.

1. Pay rises.
2. Allowances Increases.
3. Date and period of operation to be agreed.
4. Rollover clauses, subject to review and amendments referred to below. Remove redundant clauses, improve clarity of drafting and update references to legislation etc.
5. Review the current Consultation clause.
6. Review and amend current Dispute Resolution Procedure.
7. Add to current Termination of Employment clause a requirement that all accrued entitlements, wages and separation certificates are to be provided no later than two days after termination date.
8. Review and amend current Job Opportunities, Redeployment and Redundancy clause including by redrafting alternative offer clauses; remove the total cap in current clause on separation payment.
9. Amend Meal Allowance clauses to provide for the meal allowance to be paid after end of shift and before overtime.
10. Insert the following new allowances: Tool & Tool Cartage Allowance; Vehicle Wear/Tear Allowance, Dirt Allowance; Damage Allowance; Heat Allowance; Dangerous Work Allowance.
11. Travel Allowance to be increased.
12. Review and amend current Superannuation clause to provide that Yarra Trams make annual 15% superannuation contributions on total gross earnings and a provision that an employee can choose which superannuation fund the contributions are made to.
13. Review and update the current Accident Pay clause.
14. Review and amend current Late Pay clause including so that Yarra Trams will provide an employee with additional money for late payment.
15. Review current Hours of Work clause.
16. Review and amend current New Years Eve Service clause including to provide a bonus; additional penalty rates for work on 31 December and 1 January.
17. Review and amend current Australian Grand Prix clause to create a new Special Events clause. New clause to increase current allowance; protocol for PLDs and special events.
18. Amend current 36 Hour Week clause. Clause to provide for a 36-hour week.
19. Review and amend current Annual Leave clauses including in relation to employees who intend to retire; insert a reduced requirement for notice of intention to take annual leave; Yarra Trams is not to mandate that an employee take annual leave; 1 week of additional annual leave for all employees; insert arrangement for purchasing leave and taking twice the amount of leave on half-pay; provide that the re-crediting process due to sickness applies to all forms of leave including PLDs and amend evidence requirements; insert provision allowing employee to take annual leave as personal leave (if an employee has no personal leave credit).
20. Review and amend current Paid Personal Leave/Carer's leave including in relation to employees who wish to retire; amend evidence requirements.

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21. Review and amend current Compassionate Leave clause including by adding an entitlement to 3 additional days of paid bereavement leave on the death of a family member; amend evidence requirements.
22. Review and amend current Parental Leave clause including by providing special unpaid maternity leave for termination of pregnancy or illness; additional paternity leave; insert rights to be kept informed while on leave; insert protocols for temporary replacement employees.
23. Review and amend current Trauma Leave clause including by providing for up to a week of trauma leave; inserting a right to two weeks of trauma leave for employees involved in an accident involving a fatality; insertion procedures for dealing with driver welfare.
24. Review and amend Family Violence clause to provide for up to 20 days paid leave.
25. Review and amend current Long Service Leave clause including by providing that an employee is entitled to take long service leave after 7 years (as per Long Service Leave Act 2018 (Vic); remove reference to serious and wilful misconduct; insert protocols for taking leave and procedures to deal with disputes; insert a provision concerning employees who wish to retire; insert provision allowing employee to take long service leave as personal leave (if an employee has no personal leave credit).
26. Review and amend current Travel Authority clause to provide that Yarra Trams provide a travel authority to immediate family and a life pass to any employee who has completed 20 years of service and their immediate family.
27. Review and amend current Medical Examinations clause including to remove redundant references and refer to the National Standard for Health Assessment of Rail Safety Workers; clause to refer to both periodic and triggered health assessments and paid time to attend examinations increased paid time to attend; insertion of a requirement that employees be sent to the closest clinic from their home or depot (depending on where they are leaving from); insert requirements that travel to any further testing and costs of any further testing be paid by Yarra Trams; employees to be paid per roster for any period of time that the employee is not working and is waiting for further testing; insert protocols for sending an employee for a triggered assessment; employees to be given a minimum notice period for periodic assessments.
28. Review and amend current Health Failure clause including removing reference to policy and inserting a requirement that employees deemed unfit, whether temporarily or permanently, but who have capacity for alternative duties, must be offered any suitable available roles.
29. Amend to current Union Delegates clause to refer to union delegates and union office holders working for Yarra Trams.
30. Amend current Occupational Health and Safety clause to provide that occupational health and safety matters shall be dealt with in accordance with applicable legislation; insert provision for first aid, OHS training and employee security.
31. New clause - Income Protection. Clause to provide that Yarra Trams pay income protection on behalf of employees.
32. New clause - Union Office/Phone and Noticeboards. Clause to require Yarra Trams to provide facilities to delegates, proxy delegates and union office holders working for Yarra Trams.

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33. New clause - Union Business Day. Clause to provide that each Thursday shall be a union business day. On that day the delegate or proxy delegate can attend to union business including attending to employee issues, meetings with management etc.
34. New clause – Health and Safety Representative. Clause to provide that the HSR is released to attend to HSR safety business one day each week.
35. New clause- Pay Slips. Clause will require information on pay slips to clearly set out all accrued leave, including sick leave.
36. New clause - Programmed Leisure Days. Entitlement to be set out in stand-alone clause; no mandatory requirement to take PLDs at certain times; ability to purchase additional PLDs; employees able to use PLDs as personal leave (if an employee has no personal leave credit).
37. New clause- Health and Wellbeing. Clause to provide that Yarra Trams will provide once a year reimbursement for goods and services that promote health and wellbeing including gym membership, sporting club fees, exercise equipment, weight loss programs and preventative medicine such as chiropractic services, osteopathy, myotherapy, physiotherapy etc; Yarra Trams to provide employees with free skin cancer checks.
38. New clause- Birthday Leave. Each employee covered by the Agreement to get a day of leave on their birthday. If an employee’s birthday falls on a non-working day, they will be entitled to birthday leave on what would have been their next working day.
39. New clause – Legal support. Clause to provide that any employee subject to a legal process that arises out of the performance of their duties is entitled to legal support paid for by Yarra Trams.
40. New clause – Heat Policy.
41. New clause – Leave of absence. Clause to provide for an employee a leave of absence with a guaranteed right of return to pre-leave position.
42. Increase Shift Allowances. Shift Allowances to be paid in addition to penalty rates.
43. Review Classifications.
44. Increase Penalty Rates and Overtime Rates.
45. Provide for a review of career progression of point maintainers employed as Trackworkers.
46. Straight 8 hour shifts inclusive of a paid meal break.
47. Female and female identifying RTBU members to be released to attend RTBU Women’s meetings.
48. New clause – Women’s advocate. Clause to establish a Women’s advocate at each depot.
49. Insert clause to provide for the regulation of training procedures.
50. New clause – Sexual Harassment.
51. New clause – Gendered Violence.
52. New clause – Union Family Day.
53. New clause – No extra claims.