

# Yarra Trams' plans for a mass part-time workforce:

## THE FACTS

### Why do Yarra Trams want to increase the part-time cap to 15%?



#### ⇒ Increase profits

- Yarra Trams' plans are all about having an army of part-time workers who are employed to do short shifts. This will allow Yarra Trams to save vast amounts of money on penalties and allowances.
- Yarra Trams has been asked in bargaining how much money they expect to save from their mass part-time workforce, but they have not provided us with the figures. Yarra Trams doubled their profits last year to \$18 million. The French multinational wants to increase its profits even further, but it is not prepared to share it with you.



#### ⇒ Destroy our collective voice

- Our power comes from standing together.
- Yarra Trams knows that part-time workers who only do a few shifts a week and intend to leave the industry after a few years will not be as committed to protecting our hard-fought gains.
- Yarra Trams claim they need a higher part-time cap because the RTBU agreed to a higher cap in Newcastle. This makes no sense. That enterprise agreement covers bus operations in Newcastle, New South Wales. The Victorian Tram & Bus Division had no say in the making of that agreement. It seems that a French multinational can't even recognize the difference between Newcastle and Melbourne or buses and trams.
- Yarra Trams claim they need a higher part-time cap because the 2009 EA had a 10% part time cap. However, the 2009 EA had vastly superior wage increases (13% over only 3 years in roughly equal increments compared with just 12% over a full 4 years!!). The 2009 EA also required specific consultation for the introduction of part time arrangements for any position.

### What will it mean for you?



#### ⇒ Yarra Trams' mass part-time workforce will affect all employees

- Yarra Trams' 15% cap applies to all driver and non-driver classifications, including CSEs and AOs



#### ⇒ It will make it far harder to swap shifts and plan your life

- Yarra Trams has admitted that the number of part-time workers will vary from depot to depot. This means your depot may have way more than 15% part-time workers.
- Of course, you won't be able to swap shifts with part-timers, so imagine how hard it will be to swap shifts if there is a 15% part-time workforce, let alone a 30% part-time workforce at your depot!!!



#### ⇒ Destroy Job Security

- Yarra Trams claims that its proposed "protections" will protect your job security. Does anyone seriously trust Yarra Trams?! What a joke!!!



#### ⇒ Devastate our culture

- Increasing the part-time workforce means more transient employees, like students, who don't see being a trammie as a career and who only spend a limited time at the depots.
- This reduces the number of employees who are committed to the long-term culture and success of the trammies.

**Vote No to Yarra Trams' dodgy deal to protect your job security**

**Vote No to get back to the bargaining table and secure a better deal**

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