



# RAIL TRAM & BUS UNION

## Tram & Bus Division

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# VOTE YES TO OPERATIONS EBA

7 April 2020

The vote for the proposed new *Yarra Trams Enterprise Agreement 2019 – Operations* will be conducted online and by telephone by Corpvote. The vote will:

- start on Thursday, 9 April 2020; and
- finish at 4pm on Wednesday, 15 April 2020.

**The RTBU encourages all members to vote. The RTBU calls on all members to vote 'Yes' to approve the new EBA.**

The proposed Operations EBA is a great deal for members! We congratulate all delegates and members who have fought for this fantastic outcome which has been unanimously endorsed by the Tram Executive!

### Wages

- **14% wage increase** over a 4-year agreement.
- Increases **back-dated to 1 July 2019**.
- We fought for bigger increases earlier in the agreement which will put more money in your pocket quicker. The wage increase increments are 1% from 1 July 2019, 2.5% from 1 January 2020, and then 1% each July and 2.5% each January over the life of the agreement.
- Overall, the RTBU has secured almost **\$7 million more** for members over the life of the new EBA than members would have received under the 2015 EBA wage increases structure.

### Conditions

- **Roll-over of terms and conditions + major improvements.** We have limited the employment of part-time drivers and put significant protections in place for full-time drivers.
- **Substantial medical examination improvements:** significant protections in relation to when assessments can occur; 4-hours paid time for examinations; further testing to be paid per roster; costs of assessments to be paid by Yarra Trams.
- **Disciplinary counselling policy review process.**
- **Women's advocates, sexual harassment and violence clauses.**
- **Rostering improvements:** commitments to timetable design meetings; Christmas rosters to be finalised 5 weeks in advance; point duty allowance for special events increased to \$75 + meal allowance; 8-hour straight shifts with paid meal break for point duty at special events; improvements to AO shift-swaps.
- **Transition to retirement program to be developed.**
- **Full choice of superannuation fund + improvements to super on maternity leave.**
- **Improvements to annual leave, long service leave and parental leave:** including that leave requests cannot be unreasonably refused; removal of ability for Yarra Trams to pay less long service leave to workers dismissed; and special parental leave improvements.
- **Increased allowances.**

**Tarik Koç**  
Secretary

**Mario Mizzi**  
Assistant Secretary