

***“While they say they won’t cut your pay rate, they will cut your take home pay”***

## **Level 4 Managers Directed to Hold “Captive Employee Meetings” of no More Than 1 - 3 employees to Talk “Weasel Words” About EA**

All Level 4 Senior Managers (four levels down from the Chief Executive) have been given a written memo directing them to have “one-to-one and one-to-few meetings” with all employees to provide management’s line on negotiations and to try and pressure members to agree to five agreements.



This manoeuvre is disrespectful of employees’ right to freely participate in an open and honest bargaining process unhindered by harassment from employers. The CRU considers this to be another instance of the rail entities failing to negotiate in good faith.

This is a tactic straight out of the United States, where corporate bullies hold **‘captive employee’ meetings** to bully their employees into accepting the world management is seeking to create rather than taking the time to listen to the constructive input from their employees.

The purpose of these meetings is to put “management’s case” in relation to bargaining for a new agreement, directly to employees without their bargaining representatives present, and to continue the barrage of propaganda in favour of the NSW Government’s plans to further reduce services offered to the travelling public and to cut staffing numbers:

*“...we should **only employ the right number of people** to efficiently deliver services and services our customers want. We will assist **those employees no longer required** with redeployment and/ or redundancy” **Quote from rail entities briefing memo***

**FACT:** The rail entity managers who have been ‘bargaining’ since December with the CRU have continually failed to specify which groups of employees would be included in any of their proposed ‘five’ agreements. This is an insult to the thousands of employees who have no idea whether they will have an industrial agreement which protects their conditions of employment.

The CRU representatives are determined that no group of members will be left out on their own, vulnerable to attacks on the rights and conditions of employment.

This action by management to hold ‘captive’ employee meetings is a disgraceful attempt to bully members out of demonstrating their support for the application by CRU to Fair Work Australia for one agreement.

### **What can you do to protect your conditions of employment?**

1. **Sign the petition for one Enterprise Agreement.** Seek out your delegate or contact you union office and make sure your signature is counted.
2. Keep up to date with activities through the Our Transport website at **www.ourtransport.org.au**
3. Refuse to attend one on one or small group meetings with management about the Enterprise Agreement without your union representative present.
4. Notify your union representative immediately you are called to a meeting.

**Please distribute this bulletin throughout your workplace  
If you have any questions or require more information contact your union:**