OUR TRANSPORT
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RAIL ENTITIES 2014 ENTERPRISE BARGAINING

Update No. 28 Friday, 27 June 2014

"While they say they won't cut your pay rate, they will cut your take home pay"

RAIL ENTITIES COMMUNIQUE NOT QUITE THE REAL MESSAGE

The most recent Rail Entities EA communication (27 June 2014) suggests negotiations are drawing to a close and a ballot on the two Agreements (Sydney Trains & NSW Trains) is imminent. While the Rail Entities are pushing to finalise the Agreements a number of significant issues contained in the CRU's log of claims remain unresolved. **A summary of the outstanding issues are listed below including those identified in the resolution passed at the Delegates Conference and contained in CRU Update No.27.**

CRU CLAIM	OFFER TO DATE
1. A single Agreement	• Two Agreements as a result of Fair Work Commission
2. A term of four (4) years from 31 March 2014 to 31st March 2018	• Agreement(s) Expiry Date 30 Sept 2016 – **NOT AGREED**
3. 4.5% per year from 31st March 2014	• 3% on Approval by FWA, 3% 12 months after Approval, 1% pay rise 24 months after Approval – **NOT AGREED**
4. All Reforms going forward and reforms completed during 2010 EA to be tabled	• New Clause 15 containing proposed Functional Reforms • **Rail Entities refuse to table past reforms and savings realised**
5. Conditions of employment and Functional Arrangements be maintained unless improved	• Deletion of Clauses 26 & 47 from any future Agreement(s) and some provisions contained in a Deed – **NOT AGREED** • Proposed changes to Functional Arrangement in new Clause 15, subject to affected membership veto and additional 1.0% payable upon implementation of reforms – **STILL DISCUSSING**
6. Payment of Workers Compensation Journey Cover for Employees	• CRU provided a proposal for employee funded accident insurance / income protection for employees – **STILL DISCUSSING**
7. Incorporation of all relevant/beneficial Policies into Agreement	• CRUs considering relevant Policies– **STILL DISCUSSING**
8. Wages Staff Allowances to be adjusted upwards to reflect parity with Salary Staff Allowances	• **RAIL ENTITIES HAVE REJECTED CRU CLAIM**
9. Introduction of Swab Testing	• Rail Entities have agreed to CRU proposal to "establish and monitor" a trial "swab test" (oral testing) for prohibited substances, consistent with minimum legislative standards– **FINALISING**
10. No outsourcing of Work during life of Agreement	• **NOT AGREED**
11. Contractors/supplementary labour have benefit of minimum terms and conditions contained within Agreement	• **NOT ADDRESSED TO DATE**
12. Secure employment based on Permanent full time jobs to be basis of employment going forward	• Rail Entities have **withdrawn claims** regarding Forms of Employment and deregulating restrictions on Casuals

Until these issues are resolved and a final position has been endorsed by members any talk of a ballot is premature and will not be supported by the CRU. This is nothing more than a tactic by rail management to bully members into accepting Agreements which still have a significant number of unresolved issues.

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

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