



# FOOTPLATE

## NEW SOUTH WALES BRANCH / LOCOMOTIVE DIVISION

ISSUE: 12/SEPTEMBER 2014

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## SSR Wage Freeze

It is unfortunate that it would seem the Company has chosen to not initiate any meaningful consultation as provided for in the SSR Enterprise Agreement (as per Clauses 19 and 20) in regards to the Company's proposed wage freeze, but has instead made a decision and is clearly saying that their decision is final.

Correspondence has now been sent to the Company seeking answers to the following questions:

1. What consultation has taken place with employees including options/alternatives?
2. What - if any - feedback was provided to employees regarding any concerns/issues raised regarding the Company's decision?
3. Please provide detail regarding the Company's statement that "SSR will follow the process and guidelines set down by Fair Work Australia", including the process that is to take place?
4. If a vote is being undertaken, could you detail how this is the undertaken, including the process itself, independence of the process, who is conducting the ballot, what is the question being asked, what information is being supplied to employees to make an informed decision and does the Company and or any of its Directors have any ability to identify how individual employees voted?
5. How far removed from the ballot process is the Company/Employer?
6. What impact will this have on accrued employee entitlements, such as long service leave and annual leave in respect to the accrual of future leave and the rate at which it will accrue and be paid?

Once again, it is unfortunate that the Company has chosen to ignore its obligations under the Enterprise Agreement and as such the RTBU Locomotive Division has once again requested a meeting with the Company so consultation can occur/commence at a date and time suitable to both organisations.

Members will be kept informed as developments occur and should not hesitate to contact the Locomotive Division should assistance be required.

Members are also advised that the RTBU has in no way agreed to support a wage freeze as we cannot do so unless full and open consultation occurs and we are satisfied that members fully understand the implications of what is proposed and have had a chance to discuss and consider all options, possible alternatives and raise any other matter (including EA matters) with the Company.

Ultimately, it is the Members/Employees who will decide if to agree with the Company's proposed wage freeze, but this Footplate has been prepared in order to dispel any possible misconceptions that may be in the workplace about the Union's role in this matter.

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