



RTBU NSW

NEWSFLASH

LOCO
DIVISION

1 June 2023

IN PRINCIPLE AGREEMENT REACHED



After weeks of intense negotiation, we are pleased to report that an in-principle agreement has been reached on a replacement enterprise agreement. From here, drafting is the priority which we anticipate being completed next week. Once completed, member meetings will be arranged to explain the proposed changes to your conditions and the company will initiate the required formal processes to commence the access period where members will have their opportunity to vote.

The new agreement will see a **7% pay increase upon certification** followed by a **5%** increase on the 2024 anniversary, **3%** in 2025, **3%** in 2026 and a **2%** sunset increase in 2027. (A guaranteed 20% increase across four years). In addition to the pay increase members will see a number of significant improvements to their working conditions including a new 4 shifts on, 4 shifts off roster, which will be introduced before the end of 2023.

Significant gains include.

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| 1 | Scope – Driver Trainer classification now included in the agreement | ✓ |
| 2 | Job Security – Restriction on Labour Hire. Permanent full-time employment to be the predominant form of employment | ✓ |
| 3 | New Job-Sharing Provision | ✓ |
| 4 | New Transparency provisions around Recruitment and appointments | ✓ |
| 5 | Permanent Part Time Employees – Now paid Overtime after 30 hours a week. (Currently its paid after 76 hours a fortnight) | ✓ |
| 6 | Clarity around Permanent Transfers. Payment for moving costs improved. | ✓ |
| 7 | Improvements to Temporary Transfer -Minimum shifts on Temporary Transfer reduced to 4 shifts, Short Term Contract clause removed | ✓ |
| 8 | Improved Discipline clause – Now 7 days to respond to formal letters and better access to representation. | ✓ |
| 9 | Improvements to Maintain Competency clause (Now an independent clause) | ✓ |
| 10 | Improvements to Stand down clause – New restriction for ARTC Shutdowns | ✓ |
| 11 | Salary Maintenance – Increased to 12 months | ✓ |
| 12 | HSR's mandated to 1 per 50 employees | ✓ |

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| 13 | New Provision for Change to Working Arrangements | ✓ |
| 14 | Improvements to Flexibility clause to reflect legislation | ✓ |
| 15 | Medical Assessments Rail Safety Worker – ORA now to pay all costs up to determination. Clear separation of RSW examinations to Personal Medicals. | ✓ |
| 16 | Return to work Medical, Previous Fair Work Commission decision now included in agreement. Improvement to reporting time (now 72 hours) | ✓ |
| 17 | New Fatigue Clause | ✓ |
| 18 | New Family Leave provision – 14 weeks Parental Leave | ✓ |
| 19 | Annual Leave deductions at 7.6 hours for all shifts including transition days as per previous FWC recommendation. | ✓ |
| 20 | Improvements to the Extra sick leave provision – Wait period reduced from four weeks to two weeks | ✓ |
| 21 | Improvement to Trauma Leave – now defined as separate stand-alone leave | ✓ |
| 22 | New provision for Domestic Violence Leave | ✓ |
| 23 | Improvements to Training Provisions – All training to meet AQF framework, enshrine all training to be paid by company | ✓ |
| 24 | Leave approvals now must be granted or declined within 10 days | ✓ |
| 25 | Meal allowances increased to current ATO amount. All allowances now indexed by agreement increases (not CPI) | ✓ |
| 26 | Day Light Saving Time now paid upon hours worked | ✓ |
| 27 | Annual Increases now to be paid from anniversary date and included in following fortnights pay (not from following fortnight) | ✓ |
| 28 | Improvements to Dispute Resolution process – Tightening of Fair Work Process | ✓ |
| 29 | A new Consultative Mechanism – ERC (Employee Representative Committee) Delegates to meet management every three months | ✓ |
| 30 | IN-CAB Monitoring restricted to any legislative requirement. | ✓ |
| 31 | New provision to restrict the use of electronic monitoring. – Any technologies that record employees actions to be consulted. | ✓ |
| 32 | Delegates Leave – four additional paid days leave per year to attend RTBU conferences | ✓ |
| 33 | Barracks – Any new barracks locations must be consulted and must meet minimum standards. Minimum time in barracks increased to 9 hours. | ✓ |
| 34 | New Home Base Provision. New provision to ensure any new base is consulted and meets minimum standards. New satellite sign on point at Carrington. New policy commitment to provide car wash voucher if parking at Carrington | ✓ |
| 35 | Distributive Power provision – If company plan to introduce they must first consult and a new pay rate will then be negotiated for this task. | ✓ |

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| 36 | <p><u>New Roster Provisions.</u></p> <p>Roster B is proposed for all train crew as per our claim for a block style roster. It is proposed to introduce roster B in the October shutdown. Roster A (current terms and conditions) remain for other positions eg Driver Trainers and will be there as a fall back if needed in the future.</p> <p>Roster A = 76 hours <u>8</u> sign on's / appearances, a fortnight, with existing conditions</p> <p>Roster B = 304 hours 28 sign on's / appearances over eight weeks. (4 on 4 off). Changed Book off Provisions for Roster B.</p> | ✓ |
| 37 | New \$400 payment if an employee decides to work outside the current lift up lay back parameters. | ✓ |
| | <u>Concessions</u> | |
| 1 | Shift Limits – Driver / Non Route Qualified Driver increased to 12 hours |  |
| 3 | Shift Cancellation Roster B – New provision of 30 minutes leeway if a shift extends and impacts availability. (Does not apply if the shift that impacted the availability was a shift breach) |  |

Obviously drafting is the major task following an in-principal agreement and we will need to see the final wording and agree to it before we can say there is 100% agreement between the Union and the Company on the proposed agreement that can be put out to a vote.

This outcome has only been possible by collective pressure from you, the members and your Bargaining Team. It is a great result and has only been possible through the 96% of employees (you the members) who have proudly stood strong to make this agreement an industry leading agreement.

If you have any questions, please contact one of your delegates.

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Not a Member? Join Today!

