



RAIL, TRAM & BUS UNION Tram & Bus Division

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25th June, 2013

NOTICE TO MEMBERS

“HERE THEY COME AGAIN”

STA PUSH ON WITH SAVAGE REFORM AGENDA

Even though the Union forced STA to abandon eight out of ten Rowley reforms, STA have now advised the Union (see letter attached) that they intend to introduce the remaining two reforms – as threatened in the reform letter.

1. ***Part-time broken shifts.***
2. ***Wide spread use of casual drivers.***

STA maintain that the above two initiatives are not Award breaches, and can be implemented without the consent of the Union.

The RTBU will argue that both initiatives breach our Award. The Union will take STA to Court (IRC) and will leave no stone unturned.

Members should make no mistake **“these two ‘REFORMS’ will without doubt attack our rosters and attack our overtime”**.

WE ARE UNITED, AND WE WILL FIGHT

Chris Preston
Divisional Secretary
RTBU TRAM AND BUS DIVISION

Gary Way
Divisional President
RTBU TRAM AND BUS DIVISION



Reference: HR:ER Award 2014

7 June 2013

Mr Chris Preston
Divisional Secretary
Rail, Tram and Bus Union – Bus Division
83-89 Renwick Street
REDFERN NSW 2016

cpreston@rtbu-nswbus.asn.au

Dear Mr Preston

Re: Reform Initiatives - Casual Bus Operators and Part-time Broken Shifts

I refer to my correspondence of 21 May and your response of 27 May in relation to the introduction of the two reform initiatives, namely:

- a) Utilising Casual Bus Drivers to cover all absenteeism caused by sickness, workers compensation, vacancies, etc; and
- b) Introducing Part-time Broken shifts through natural attrition on the various broken rosters.

I note that, as foreshadowed in my letter of 21 May, a meeting was held on 27 May 2013 for the purpose of consulting with the RTBU regarding these initiatives. Mr Jamie Sinclair and Mr Gary Way also attended this meeting. During the meeting, the RTBU indicated that it did not wish to engage in any detailed discussions of these initiatives. Instead, the RTBU indicated that these matters are "in dispute" as per your letter of 27 May.

State Transit does not accept the RTBU's position that the introduction of these initiatives is a breach of the Bus Operations Award 2012. State Transit is of the view that the Award does not contain any prohibition or limitation regarding the introduction of part-time broken shifts or the use of casuals to cover i) absenteeism, ii) annual leave/long service leave, iii) charters/ special events, or iv) vacant lines of work while the position is being filled.

In introducing these initiatives, State Transit will ensure that the current limit relating to the number of casual/ part-time Bus Operators at each depot, as provided in clause 10¹ of the Award, be adhered to.

Additionally, regarding initiative a) above, relevant Award provisions relating to the terms and conditions on which casual employees are to be engaged (i.e. sub-clauses 12.3² and 12.4³) will be complied with.

¹ 10 there shall be a limit of 22% of total Bus Operators at each Depot who may be engaged on arrangements other than full-time

² 12.3 no less than six shifts per week

³ 12.4 no less than three hours and no greater than nine hours per day

Regarding initiative b) above, relevant Award provisions relating to the terms and conditions on which part-time employees are to be engaged (e.g. sub-clauses 13.1⁴, 13.3⁵, 13.4⁶, 13.5⁷, 13.6⁸, 13.7⁹, 13.11¹⁰, and 13.13¹¹), and the consultation obligations in 13.12¹², will be complied with. Further, part-time employees engaged on broken shifts will be entitled to the same provisions as full time employees (i.e. Clause 24.4¹³, clause 35¹⁴, and 42.14¹⁵).

Given that the above provisions are complied with, State Transit is of the view that the introduction of these two initiatives are within the scope of the current Award. As such, STA does not understand why these matters are "in dispute" but notes that it is open to the RTBU to take further action as it sees fit in accordance with the Award.

As indicated in my letter of 21 May, State Transit intends to introduce these initiatives from September 2013.

I trust that the above clarifies State Transit's position in these matters. If you have any questions or wish to clarify the above at a meeting, please do not hesitate to contact me or Ms Alison Phan on 9245 5715.

Yours sincerely



Bruce Eldridge
General Manager, People and Bus Systems

⁴ 13.1 less than 38 hours per week and reasonably predictable hours of work

⁵ 13.3 new employees not to be offered or rostered for two shifts per day

⁶ 13.4 minimum of 10 hours break between shifts

⁷ 13.5 a regular pattern of work to be agreed in writing at the time of engagement

⁸ 13.6 contract hours not to be changed without the employee's agreement, except in specified circumstances (e.g. within 60 minutes)

⁹ 13.7 minimum of 3 consecutive hours on any shifts

¹⁰ 13.11 if STA intends to relocate or redesignate particular work to regular part-time employment, STA must give the employee a months' notice

¹¹ 13.13 part-time lines of work to be built to a maximum of 146 hours work per four weekly line of rostered work

¹² 13.12 STA intends to relocate or redesignate particular bus driving duties to permanent part-time Bus Operator, STA must give the local union representative four weeks' notice

¹³ 24.4 employees entitled to a minimum payment of seven hours for the whole of a broken shift

¹⁴ 35 Shift penalties

¹⁵ 42.14 No employees shall be called to work a broken shift on Sunday, and may be called to work a broken shift on a Saturday or Public Holiday for the provision of services for sporting events