



## RAIL, TRAM & BUS UNION

### Tram & Bus Division

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Chris Preston – Divisional Secretary  
Gary Way – Divisional President

2<sup>nd</sup> September, 2014

# PROPOSED NEW 3 YEAR AGREEMENT

- **Existing Award Conditions**

All existing award conditions will be included in the new agreement.

- **Wages/Superannuation Increases**

Under the Government's Wages Policy, employees will receive the 2.5% annual increase through a combination of increases in the Superannuation Guarantee Contribution ("the SGC") and increases to wage rates.

- **Entire 2.5% increase safeguarded.**

If the additional increase in the SGC (beyond 9.5%) is delayed by the Commonwealth Parliament then State Transit will consent to vary the Award to reflect an overall increase of 2.5%.

- **A Domestic Violence clause**

State Transit will seek endorsement from the Wages Policy Taskforce to include a clause in the award along the following lines.

### Leave for Matters Arising from Domestic Violence

- (a) Leave entitlements provided for in subclauses xx (Personal Sick Leave) and xx (Personal Carer's Leave) and xx (Annual Leave), may be used by Employees experiencing Domestic Violence.
- (b) Where the leave entitlements referred to in paragraph (a) above are exhausted, the Employer may grant Special Leave up to five (5) days.
- (c) The Employer will need to be satisfied, on reasonable grounds that Domestic Violence has occurred and may require proof presented in the form of an agreed document issued by the Police Force, a Court, a Doctor, a Domestic Violence Support Service or Lawyer.
- (d) Personal information concerning Domestic Violence will be kept confidential by the Employer.

- (e) The Employer, where appropriate, may facilitate flexible working arrangements subject to operational requirements, including changes to working time and changes to work location.

- **Annual Limit on Roster Reviews**

State Transit is prepared to limit full service reviews, initiated by State Transit to two per financial year over the life of the new agreement. Sometimes State Transit is required to make changes to timetables and rosters when directed by TfNSW as a condition of our O/SMBSC contracts. If more than two reviews are required, further changes, would be introduced as part of the two service reviews or as alterations to minimize the effect on Period Rosters if this is not possible.

This would not include changes to rosters resulting from School or University vacations.

- **Swab Drug Testing**

State Transit is prepared to progress with Swab Drug Testing in the first instance. However, any positive test would need to be followed up by urine or blood testing.

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## **The above information is taken directly from STA Correspondence to the Union**

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Please see Notice To Members dated 2<sup>nd</sup> September, 2014 regarding information sessions in each depot.

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GARY WAY  
DIVISIONAL PRESIDENT  
**RTBU TRAM AND BUS DIVISION**



CHRIS PRESTON  
DIVISIONAL SECRETARY  
**RTBU TRAM AND BUS DIVISION**