

18 February 2021

## STA AWARD NEGOTIATION UPDATE

The union has recommenced negotiations with STA following the Christmas break. STA has put forward a formal offer that addresses the RTBU claims listed below, together with their own claims to alter your Excess Travel Time and the Uniform Allowance Clauses.

STA has indicated that these changes are simply corrections/revisions or updates and are not intended to change the substance of these conditions, however, it seems that the substance of these clauses is open to interpretation as the changes do not reflect current practice. Your Negotiating Committee believes that these proposals are actually cost saving measures for STA.

Further discussions will take place to discuss these claims and your representatives will continue to negotiate with STA in good faith to achieve the best possible outcomes for you, our RTBU members.

RTBU CLAIM	
Inclusion of 5 weeks annual leave per year for a shift worker	AGREED
Increasing Paid Maternity and Adoption Leave from 12 weeks to 14 weeks	AGREED
8 weeks' unpaid Concurrent Parental Leave	AGREED
Arrangements for stillbirth/miscarriage/death of a child	AGREED
Arrangements for subsequent pregnancy/adoption	AGREED
Inclusion of Altruistic Surrogacy Leave	AGREED
Inclusion of Out of Home Care Leave	AGREED
Increase of Domestic Violence Leave provisions from 5 days unpaid to 10 days paid leave per year	AGREED
Inclusion of Military Leave	AGREED
Inclusion of Emergency Leave	AGREED
Inclusion of a consultation clause	AGREED
Clarification of the payment of Saturday Public Holidays to reflect how it is currently applied	AGREED

**RAIL, TRAM & BUS UNION (NSW BRANCH) ABN 55 090 785 801**

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## Wage Increase

STA have offered a 2-year agreement which has the following wage and allowance increases:

- From 01 January 2021 to 31 December 2021: a quantum equivalent to the NSW Public Sector Salaries Case 2020 (that is 0.3%) and
- From 01 January 2022 to 31 December 2022: a quantum equivalent to the increase awarded to employees covered under the Transport for NSW Award.

If we can reach in principle agreement by 1 March 2021, and lodge the Award as a 'consent' Award with the Industrial Relations Commission, the Government has agreed that you can receive 0.3% back pay from 1 January 2021 (this equates to approximately \$3.44 per week for a Bus Operator Level 2 at 38 hours per week base pay – an approximate total of \$27.52 for the months of January and February).

The members of your Negotiating Committee feel quite strongly that it would not be in your best interests to be asked to vote on a document that that has no certainty around the wage increase for the second year of the Award.


STA is unable to change this offer, so we are approaching Transport for NSW directly to ask for a minimum percentage increase of 1.5% to be written in the Award, as stated by the State Treasurer in the media late last year. This is only for the second year of the Award; the 0.3% increase for the first year cannot be changed as it is the result of a legal decision by the State Industrial Relations Commission.

Once we have an answer on the wage increase, we will inform you immediately.

## What can YOU do?

- Take an interest in your working conditions for the future.
- Contact your Union negotiators with your comments and concerns.
- Talk to other Bus Drivers and keep them informed.
- Encourage others to join the RTBU.

**It is only in numbers and unity that we have power for improvement.**



David Babineau  
Divisional Secretary  
NSW Rail Tram & Bus Union



Daniel Jagers  
Divisional President  
NSW Rail Tram & Bus Union

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