

TRANSDEV IWLR ENTERPRISE BARGAINING UPDATE 13 **Transdev's New and Final Offer**

Date: 11 August 2021

Your RTBU negotiators met with Transdev management representatives Yohan Touzard and Lindsay Olsson on Wednesday 11 August to continue negotiations for the IWLR Enterprise Agreement 2021.

Transdev re-iterated that the COVID-19 pandemic is still having a financial impact on them, and this is their final offer. Transdev are seeking an in-principal agreement from your EA committee.

Transdev Offer

- 3 % pay increase effective from 01 November 2020. (There is no legal obligation for Transdev to offer this as the current agreement expired in May 2021)
- 3 % pay increase effective from 01 November 2021
- 3 % pay increase effective from 01 November 2022
- 3 % pay increase effective from 01 November 2023 (Expiry 31st Oct 2024)

The above offer is on the provision that the RTBU drop all claims that have not been agreed to by both parties. Those claims are:

- Provide Free Parking (or any parking paid for by you to attend work needs to be reimbursed)
- Attending medicals in work time (not during your recreational days off)
- Environmental/Stand Down Allowance (allowance paid for the inconvenience of external works affecting you)
- Mobile Phone Data Allowance (allowance paid for you using your personal phone for work related communications)

RTBU Response

It is not the responsibility of your negotiating committee to explain the reasoning behind why Transdev want the RTBU to drop their remaining claims. Your negotiating committee have reminded Transdev of their obligations to communicate with their workforce as per the EA process.

Achievements

The intention of your negotiating committee as communicated by you was to preserve all your current conditions (**NO TRADE OFFS**) and seek further clauses to improve your working conditions. Below is a list of those improvements gained through these negotiations.

- Your committee has moved Transdev from their original position of offering 0.9% p.a for a 4-year agreement to the current offer of 3% p.a effective from Nov 2020 till 31 Oct 2023 with an expiry date of 31 Oct 2024.
- Mentor Allowance increased from 5% to 10%

- Domestic Violence Clause (10 days paid)
- Disciplinary Process Clause (A clear process around disciplinary matters)
- Enhanced Existing Union Delegate Clause (to allow in assisting members more effectively)
- Enhanced Dispute Settlement Procedure Clause
- Indexation of all Allowances (except for mentor allowance which is attached to Rate of Pay)
- Removal of Code of Conduct (removal of an employer generated policy which we had no say in)
- Enhanced Consultation Clause (ability for members to be involved in decision making)
- Enhanced Roster Clauses (include core rostering principles, guidelines, and consultation)
- Clause for a working party to be formed to consider and explore all available options for Free Travel on existing Transdev Services
- A clause to have a working party to deal with any parking issues that may arise at Pymont
- A clause that will have members offered alternative duties before any other options when outside factors affect the network (reduced services, shutdowns, etc)

Your negotiating committee has and will continue to advocate for a **Category 1 Rail Safety Worker** to be on a higher rate of pay than a **Category 3 Rail Safety Worker**

Where to Next

We understand you are frustrated with the slow progress of the negotiations and your negotiating committee have asserted that by next Wednesday 18 August, Transdev needs to explain to their staff why they are rejecting your outstanding claims before your negotiating committee can consider an in-principal agreement.

Please feel free to discuss any EA related questions with your local delegate **Mina Choi** or your Organiser **Darren Woods**.

Issued & Authorised by
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