

## TRANSDEV IWLR ENTERPRISE BARGAINING UPDATE 15 Transdev's Rejection

Date: 25 August 2021

Your RTBU negotiators met with Transdev management representatives Yohan Touzard and Lindsay Olsson on Wednesday 25 August to continue negotiations for the IWLR Enterprise Agreement 2021.

Again, Transdev have shown they do not want to treat you equally with those who operate trams on the CSELR network by rejecting your committee's proposal to include the same progression scale as those who work on the CSELR network. This would have allowed all tram operators in Sydney to progress through the grades equally irrespective of which network they are employed on and the ability to transfer between the networks and retain their current gradings.

Transdev have also failed to address your concerns with regards to having a **Category 1 Rail Safety Worker** on a higher rate of pay than a **Category 3 Rail Safety Worker** throughout all the equivalent grades.

Based on these two vital working conditions above, and how long bargaining has taken with minimal engagement by Transdev with their employees, your committee has advised Transdev that we are not able to accept an in-principal agreement. Your committee also stressed that Transdev need to put out their latest offer to their employees for a vote. Transdev has indicated that they will be doing this over the next couple of weeks for a vote in two weeks' time.

In the interests of transparency please see Transdev's final offer below:

1. **A 3% wage increase to be applied from November 2020 through to November 2021 to address the issue of no pay increase being given in November 2020.**

In 2018 every IWLR Driver Grade was higher than the same grade AO. This changed in 2019 when the CSELR EA was negotiated and it became more of an issue when there was no pay increase in November 2020. This allowed for the gap in pay between the Drivers on both networks to get bigger and for the Grade 3 AO to be paid more than the Grade 3 IWLR Driver.

We asked Transdev to fix these two problems by giving a pay increase that would return IWLR Drivers' pay to the same percentage difference in pay that existed in 2019 between IWLR Drivers and L2/3 Drivers; and to give a pay increase that would reflect the difference in pay between the top grade of the IWLR Drivers and the top grade of AOs that existed in 2018.

The easiest way to fix these two problems is to have a 3% pay increase and to put all IWLR Drivers up to the next Grade. Transdev has refused to do this.

Transdev is relying on those of you in the lower Grades to accept the 3% pay increase with no other changes. This means the gap between CSELR and IWLR pay continues to grow, and the top IWLR grade (Category 1 Safety Worker) is paid less than the top grade for an AO (Category 3 Safety Worker).

But one day everyone who is now in a lower Grade will be at the top Grade and will face the same lack of recognition of their work and the same inequality.

Your negotiating committee does not think it is reasonable to give an offer that only benefits some of you, not all of you.

2. **The new IWLR EA will be for 3 years, with 3% increments each year, with the first increment of 3% applying from November 2021, the second increment of 3% applying from November 2022 and the last increment of 3% in November 2023.**

Your negotiating committee think this is a very reasonable offer as currently, in these COVID times the average pay increase is between 1.5%- 2.5%.

3. **The agreement will apply from when it is approved by the Fair Work Commission, and it will have an expiry date of 31 October 2024.**
4. **The RTBU is to drop all claims that have not been agreed to by both parties.**

This is a decision that your negotiating committee can't make as they're your claims and only you, our members can make this decision.

### **Where to Next**

Transdev is going to put their EA to its employees for you to vote on in about two weeks' time.

**If you don't like the deal, you must vote no.**

Failing this, you will need to take **protected action** to force Transdev to start taking their workforce seriously.

Darren Woods will be out at the depot next Monday and Tuesday to receive feedback from members with regards to their thoughts on Transdev's offer as listed above and your appetite for forcing Transdev's hand.



Issued & Authorised by  
**David Babineau**  
Divisional Secretary



**Daniel Jaggers**  
Divisional President

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

83-89 Renwick Street, Redfern NSW 2016 T (02) 9319 7277 E [nswbus@rtbu-nsw.asn.au](mailto:nswbus@rtbu-nsw.asn.au) W <https://tramandbusexpress.com.au>

***"Organising Workers in the Transport Industry to Protect and Build their Rights at work"***