

## KD ENTERPRISE BARGAINING UPDATE 05

**Date: 11 February 2022**

The RTBU met with KD management representatives Emmanuel Genlot and Nikki on Wednesday 09 February 2022 to continue negotiations for the Keolis Downer Newcastle Bus Operations Enterprise Agreement 2021.

Your negotiating committee advised KD of your disappointment that KD had cancelled the first EA meeting for the year and made it clear to KD that these negotiations needed to start addressing YOUR Log of Claims. Below is a table of which claims were discussed along with KD's response. Our next meeting will focus on going through the remainder of your log of claims.

ITEM	DETAILS/ISSUE	KD HUNTER RESPONSE
Definition of Shift	Definition of shift types with parameters around start/finish times	KD will provide their response to this claim at our next meeting
Job Security	Definition of who can come in to cover projects for a set period and what constitutes a 'project'	RTBU to provide a draft clause with KD to review it and provide a response by next meeting
Long Service Leave	Increase of LSL to 12 days accrual after 10 years' service	KD have noted this claim as a financial claim which could be included as part of an overall package, they offer the members
Flexible Working	Increased flexibility around job sharing – what changes are required to allow two people to share a line on a roster?	KD agrees with the concept but will review the devil in the details. RTBU to go through and identify if there could be impacts on other clauses within the current agreement
Leave Loading	Annual Leave loading to be paid in the first year of employment – no discrimination between employees	KD have noted this claim as a financial claim which could be included as part of an overall package, they offer the members
Sick Leave	Vesting of sick leave (option to cash in some of your sick leave)	No
ADOs	Being allowed to 'Bank' ADOs	KD to further review
Pandemic Clause	To allow special paid leave if directed to have a test or isolate because of suspicion of contagious illness.	RTBU and KD agreed to look at other industrial instruments that may assist with having this clause as part of an EA
Leave for Grandparents	As per Parental Leave - To allow employees to deal with everyday matters for those who care for grandchildren, due to the absence of their parents	Agreed (with slight change to definition of Primary Carer)

ITEM	DETAILS/ISSUE	KD HUNTER RESPONSE
On-Demand Services	Recognition of on-demand in the agreement with On-demand rate of pay (Senior B/O, in recognition of performing duties above those of a Level 2 Bus operator or an indexed allowance)	KD have noted this claim as a financial claim which could be included as part of an overall package, they offer the members
Meal Breaks	Paid meal breaks (50 minutes)	No
Disruption Allowance	Disruption/late running allowance (highest applicable penalty to always apply)	Review current EA clauses and how they apply to late running as opposed to overtime
Bereavement Leave	Enhanced clause to include a list of people it covers as per legislation/salaried EA	Agreed
Working of Voluntary Overtime	Change to the current Clause (Clause 31.3 removal of the words "On the day and Clause 31.4 delete the word "work" and replace with "additional duties")	KD to further review
Uniforms	Include provision in existing clause for fair wear and tear (or points system)	KD agreed that this could be a financial offset and will be dependent on the overall package
Domestic Violence	Increase to 10 days paid	Agreed
DAR	Insert a clause to acknowledge that these employees are to be paid as SBO	Agreed

The next meeting is scheduled for Wednesday 16 February 2022.

Please feel free to discuss any EA related questions with your local delegates **Robin O'Donoghue** and **Glenn Saunders**. Your Divisional Vice-President **Brett Peters** is also available to assist.

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

Authorised by:

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