



Rail, Tram & Bus Union

Tram and Bus Division NSW Branch

23/09/22

Dear Member,

While the next bargaining meeting is scheduled for Friday September 23rd, we can start reporting back about some of what Busways has offered. Keep in mind NOTHING has been agreed to, it's the job of the members to make the decision on what is acceptable at the end of the day.

1. 13-hour broken.

Busways has made the proposed extra hour double time and a half but changed the time and a half portion to be from 10-12 hours. This would have us losing out because we would consistently work the time that used to be double time, but rarely would we work a whole 13 hour broken. This is a cost saving for the company and would mean you are working more hours for the same money. Busways is also proposing the break in the middle of a broken shift be reduced to one hour.

2. High-Capacity Allowance.

This would replace all artic allowances and anything in the future that carries more passengers than a rigid. This would for example, cover double decker's if they ever came in. It remains a couple of dollars behind the 3-door artic allowance but eventually through pay increases will catchup to the 3-door articulated allowance as this is not indexed to wage increases.

3. Night Work penalty.

Instead of the current system where you gain 15% for hours worked between 5pm-8pm and 15% on the whole shift if you finish 8pm or later, Busways is proposing 15% for hours worked only between 7pm and 6am.

4. Straight shifts.

Busways has proposed the straight shift length be pushed out to 11.5 hours including any unpaid meal break.

5. Sick Leave.

Busways has proposed that sick leave be limited to 10 days for all employees as per the National Employment Standards. This is an increase for employees of less than 5 years' service, the same for employees of 5-7 years' service, and a decrease for employees with over 7 years' service.

Australian Rail, Tram & Bus Industry Union *Tram and Bus Division*

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PROTECTING AND BUILDING RIGHTS AT WORK

6. Unpaid Meal Breaks.

Busways is proposing unpaid meal breaks of between 30-60mins.

These are some of what the company has put on the table. We've asked them the dollar value they expect to save from these, but they haven't been able to supply that yet. The above will no doubt change as we continue to negotiate; the Log of Claims supplied to the RTBU by members gives us a clear direction to go in. At some point in the near future, once Busways has a firm position on things like the above items, we'll have an online survey poll for members to tell us what out of the items listed they want to prioritise and fight for.

It's important to remember that Busways currently **HAS** a two-tiered workplace set up thanks to help from TfNSW. We need to push as hard as we can to secure those things that matter most to workers but have to remember that Busways has yet to set up two sets of rosters like in Region 6. We need to push Busways hard but not drive them over the brink so that they do set up two rosters. The Region 6 experience has been one of continued misery for workers over the last 4+ years, and we do not want anyone else to have to deal with that.

Meetings were held today at Ryde to canvas this with members and Willoughby meetings will follow. Now that we have more detail, we can spend more time at the depots explaining what has been offered and answering questions from members. We look forward to seeing you out and about throughout the depots.

In Solidarity,



David Babineau
Divisional Secretary
NSW Tram and Bus Division



Danny Jagers
Divisional President
NSW Tram and Bus Division