



Queensland Branch

Bus Circular

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Dear Member,

Bus E-News: EBA Bargaining Update 4

Yesterday the all union EBU committee met with Brisbane City Council to further our bargaining.

At the last meeting we documented our claims and BCC had the opportunity to ask questions and then take our issues away for further consideration.

Today Council provided some initial positions on matters we raised.

We discussed matters broadly under the banner of leave entitlements.

Domestic Violence leave is an important new leave type for vulnerable workers. Everyone broadly agrees we need to support workers in these tough circumstances. What we need to reach agreement on is where the entitlement should live. Naturally unions want all entitlements like this in the Agreement. We will further discuss this matter at future meetings.

We raised the issue of the evidence required for two or more day absences. Currently people are being required to provide far too much information to BCC in medical certificates. It's intrusive and even doctors are complaining about the current requirements. There will be further discussion on this as we await Council's view on how this will look in the future.

We discussed other matters around personal leave but did not reach agreement on those claim items yet. A lot of the concern coming back from members is that the entitlements as they currently stand aren't being applied equally across Council, so we await further information on how that might be addressed as we go. For example what type of alternate evidence might be acceptable if a medical certificate isn't available in a particular circumstance.

We pressed our claim for greater access to leave given that many members are being denied some leave types unfairly. An example is half pay annual leave, and time off in lieu. In some cases managers are just blanket refusing such applications. Council say they will consider their management education and related processes and come back to us. We made it clear that we will be considering these sorts of soft measures, but potentially putting further claims to toughen up the clauses to ensure fairness.

Superannuation was discussed and we sought for it to be increased in line with any % increases that are applied through law. Council said that they would be prepared to discuss this during wages talks. There is a lot more discussion to be had on this. Incidentally, we asked Council if the 14% rate applied to everyone – permanents, casuals and trainees. Council said they would investigate this for the next meeting but we made it very clear that we were united in the view that everyone, regardless of how they were classified, should be treated equally when it comes to retirement income – everyone should get 14%. We'll see what Council says at the next meeting.

We spoke briefly about Local Area Agreements. We agreed that they were best left for the discussions at the separate Schedule (that is the occupational/operational level) discussions between the BCC and the RTBU. Those discussions are scheduled in the coming weeks. We put forward that we believed the LAA's should be incorporated into the Agreement where applicable, but critically – no-one should go backwards as a result of the exercise of rationalising local agreements.

Next week we will continue receiving feedback from Council on our claims.

As always, your delegate is the best source of information on the current state of the negotiations.

Unity is Strength

Tom Brown
Secretary, Tram and Bus Division