



Queensland Branch

Bus Circular

AUTHORISED BY OWEN DOOGAN BRANCH SECRETARY

Level 1, 457 Upper Edward Street, Brisbane QLD 4000

Email: info@rtbu.com.au; Website: rtbu.com.au

Phone: (07) 3839 4988

Circular No: 204/2016

Date: 8 December 2016

Dear Member,

Bus E-News: EBA Bargaining Update 5

The all Union EBU met with Brisbane City Council again this week for the fifth round of bargaining.

Council came back to the Unions on a range of issues that had previously been tabled.

The unions want Domestic Violence leave to form part of the new agreement so that members can easily view their entitlements, and enforce them too. Council seem content to have it remain as a policy. So where it will sit remains unresolved.

It's good that Council have recognised that casual employees are entitled to access this leave but the clause is still too restrictive as it will deny some casuals full access. Unions have put forward a method of determining how much DV leave a casual can receive based on their projected roster. So a bit more work to be done on this.

Council tabled a watered down version of the infamous Personal Leave clause dealing with the information required on medical certificates after two or more absences. Members are right to think this clause is intrusive and despite changes, we felt that the modified version did not go far enough. We have proposed further changes and await Council's response.

Still on personal leave - the matter of other acceptable evidence if no medical certificate is available. Unions have asked that a number of examples be included in the personal leave clause. This is under consideration.

With regard to the claim for sick leave balances to be paid out or transferred to super funds - management's answer was a flat no and the reason given was cost. Apparently \$474 million. Unions are considering our position on this.

Council tabled their revised Superannuation clause that allows employees exercise a right to change funds. It has an added sub clause advising all employees, including those still on a defined benefit scheme, to seek independent financial advice. Unions did not oppose the new clause.

Superannuation contributions of various employment categories were presented and it appears that some employees get a better deal than others. It's not fair that our most vulnerable workers get short changed right into retirement. Our claim is that people be treated equally and everyone has the right to a decent retirement.

Unions put that the Recurrent Absences clause should be removed as it was now redundant. Council see it differently but we will continue discussing this.

Consultation was the surprise topic for debate as it appears that one section of council in particular was not following the process. Unions proposed a few changes to make the process clearer. After a caucus BCC accepted one of the proposed changes that ensures management will write to relevant unions to instigate consultation when required. 'Significant effect', which triggers this need to consult, is not clearly defined in the current agreement.

Schedule (union/occupational specific) meetings have been set up in the coming week where we get to pursue issues specific to work groups.

Finally, Council raised their intention to introduce an alcohol and other drugs policy or process to the organisation. There were no details provided so we will need to wait for their proposal to become clearer.

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

Unity is Strength

A handwritten signature in black ink, appearing to read 'Tom Brown', with a stylized flourish at the end.

Tom Brown

Secretary, Tram and Bus Division