



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: 72/2017

Date: 22 March 2017

Dear Member,

Bus E-News: EBA Update 15

Bargaining continued at its fairly slow pace this week with talks centred on outstanding issues from the union logs of claim.

We discussed the drug and alcohol policy, using a document provided by the CFMEU as a guide to help Council understand how a more comprehensive policy would work.

Essentially, the union claim is that if any policy is endorsed it should be about workplace safety and not punishment. It should be compassionate, allowing for self-declaration of drug or alcohol problems without fear of reprisals from management, be fair in that it applies from the CEO down and is not invasive - using breath or saliva rather than blood or urine. Council will provide some further consideration of the matter at the next meeting.

We put a view to Council that the Heat Fatigue policy should be fleshed out over a period of time after an agreement is made. This could be a function of the JCC but we will arrive at a final position on this matter at a future meeting.

Brisbane City Council indicated they were still considering some key issues in the negotiations and would report at the next meeting. Those issues include measures to deal with insecure employment, leave for union delegates, and parental leave.

Unions expressed concerns about the time being taken to reach agreement and wanted to see a faster rate of bargaining from Council.

Some unions covered by the Award which relates to Trade and Other Outdoor Workers have indicated they would seek a separate agreement from the rest of Council. They've done this in frustration, having had all of their claims rejected, and not seeing enough progress in the time taken as a result. This will be a matter for the Queensland Industrial Commission in the future but for the time being all unions will continue bargaining together.

It's fair to say that all unions are united in the view that Council need to put their best foot forward in the very near future and start bargaining seriously. As mentioned in the previous circular, it's a good time to ensure your details are up to date with your union office, and that everyone in your workplace is a union member.

As always, your union delegate is the best source of information on bargaining.

RTBU members know that the occupational specific negotiations are where a number of key claims are being dealt with. We were concerned that there appears to be a possible delay in the near future due to some senior members of the management team being on leave.

We would never begrudge anyone taking leave when they need to – it's a fundamental right of any worker at any level to put their family first - it would however be completely unacceptable if they weren't able to be covered by their peers in this critical phase of bargaining. We see it as an operational requirement to continue the negotiations in a timely fashion with appropriately authorised personnel. We can't tolerate the prospect of a potential two week delay, especially when we find the opportunities to discuss matters at this level so incredibly difficult to schedule.

Unity is Strength

Tom Brown
Secretary, Tram and Bus Division