

# RAILCORP Enterprise AGREEMENT 2010

UPDATE No. 3

*Campaigning for a fair deal  
We all deserve better!*

9<sup>th</sup> December 2009

**DAYS UNTIL AGREEMENT HAS TO BE REACHED: 114**

## The Bargaining Process



## Log of Claims

The Log of Claims was drafted by the Single Bargaining Unit after consideration of the survey responses. The Log was endorsed by the Combined Union Single Bargaining Unit on the 3<sup>rd</sup> December 2009.

The Log will be the common claim for all unions and all areas within RailCorp. As was the case in our last agreement, the log allows different areas to make their own agreements.

## Membership Meetings to Consider Log

Over the next two weeks members will be asked to consider the draft Log of Claims which was listed in full in Membership Bulletin number 2.

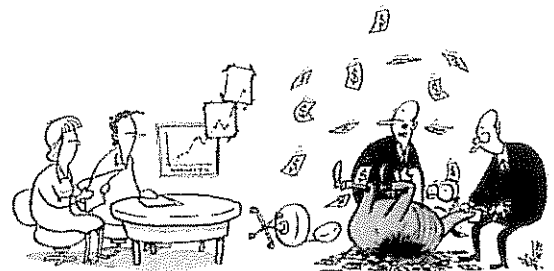
As RailCorp is such a big organisation, it is very important that everyone votes on the same thing. At your membership meeting you will be asked to vote to accept or reject the Log as it is written.

After members vote on the Log we will publish the results. Once we have all agreed on our position, we can then put our claim to management and commence the bargaining process.

## Your Membership Meeting

Set out below are the steps to ensure that your membership meeting is successful:

- Step 1** Go to one of the meetings organised in your local area.
- Step 2** Alternatively, get your union and your local reps to organise your membership meeting in your work area.
- Step 3** Make sure that your workmates have a seen a copy of the Log of Claims.
- Step 4** Discuss each of the points of the Log
- Step 5** Have a vote.
- Step 6** Record the numbers of members who voted for and against and send the information to your union.



THE BOSS HAD BEEN RIGHT IN THE MIDDLE OF EXPLAINING WHY A WAGE RISE WAS OUT OF THE QUESTION, WHEN HIS WALLET EXPLODED...

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## Membership meetings

The following meetings have been booked and are scheduled to consider the draft Log of Claims:

Date	Location	Times
Monday 14 <sup>th</sup> December	Masonic Centre	8am 12pm 2.30pm
Tuesday 15 <sup>th</sup> December	Lidcombe Catholic Club	12pm 2.30pm
Tuesday 15 <sup>th</sup> December	Lithgow Workers Club	10am
Tuesday 15 <sup>th</sup> December	Katoomba RSL	2.30pm
Wednesday 16 <sup>th</sup> December	Wollongong RTBU Office	9am 12pm 2.30pm
Wednesday 16 <sup>th</sup> December	Hurstville Civic Centre	12pm 2.30pm
Thursday 17 <sup>th</sup> December	Liverpool Station Meal Room	9am 12pm 3pm
Thursday 17 <sup>th</sup> December	Blacktown RSL	10am 12pm 12.45pm

You can attend any of the above membership meetings or arrange you own workplace meeting. If you arrange you own worksite meeting, you should contact your union and your local workplace delegate.



## Explanation of items in the Log of Claims

1. Length of our Agreement	4 Years – a popular timeframe both within the survey results and among delegates.
2. Coverage	Our claim is that the Agreement should apply to all employees whereas at the moment some senior staff are excluded from being covered by our Agreement and are forced onto contract.
3. Conditions	We are seeking to maintain and improve all existing conditions and wages.
4. Pay Rise	5% was a very common response from the survey.
5. Superannuation	1% Increase in super for all employees.
6. Consultative Arrangements	There has been considerable frustration amongst staff that RailCorp management do not consult properly with staff and their unions. Our claim seeks to strengthen our rights in this area.
7. Job Security	In some areas within RailCorp, management excessively use contracting companies, labour hire and agency staff. This practice seems to happen without any logic and it greatly undermines our job security. Our claim seeks to strengthen our rights in this area.
8. Restructuring	A common complaint is that RailCorp fail to properly consult staff affected by management initiated restructures. Our claim seeks to strengthen our rights in this area.
9. Dispute Settlement Procedures	We are seeking a stronger clause that imposes stronger timeframes to ensure that our rights are protected at times when we are in dispute with management.
10. Redundancy	We are seeking to strengthen our existing Enterprise Agreement rights in the area of redundancies.
11. Training	We are seeking greater access to training enhancing our training and development. We see this as beneficial for Railcorp and its staff. All training should be competency based and as far as possible accredited.
12. Facilitative Clause	This clause will allow functional areas to reach agreements appropriate their areas and workforce.
13. Parental Leave	Our claim is that RailCorp provide 18 weeks paid paternity leave from the start of the agreement.
14. Drug & Alcohol Testing	We are seeking more appropriate and less invasive testing procedures.
15. Recruitment & Selection	Many members from a range of different areas complain that there is a need for more transparent recruitment and selection procedures. Our claim seeks to protect our rights in this area.
16. Gold Passes at 20 years.	A common membership request.