



Queensland Branch

# Tram Circular

AUTHORISED BY OWEN DOOGAN BRANCH SECRETARY

Level 1, 457 Upper Edward Street, Brisbane QLD 4000

Email: [info@rtbu.com.au](mailto:info@rtbu.com.au); Website: [rtbu.com.au](http://rtbu.com.au)

Phone: (07) 3839 4988

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Dear Member,

## Update: EBA Negotiations

Another set of negotiations occurred on Monday of this week with the RTBU being represented by the Queensland State Secretary (Owen Doogan), Industrial Officer (Carla Jones), the RTBU workplace delegates and me.

This week, some progress was made on establishing an improved Disputes Resolution Clause for the new EBA. It's one that entitles workers, through their Union, to have Fair Work arbitrate if a dispute cannot be resolved through consultation at the Depot level or conciliation in the Commission. We are seeking that the employer does not implement something that could negatively impact on your earnings and/or your quality of work life prior until parties have resolved a dispute or the independent umpire has determined an outcome. It should be noted this has not been declined by KDR and we would hope that such a logical and reasonable protection for you will be looked at favourably by your employer.

We have presented KDR with a draft new Code of Practice on CCTV Operations, one that we believe provides better protection for employees as to who can access the footage and why. The RTBU has always been at the forefront in protecting our members' right to privacy. Management are committing to reviewing all forms of employee surveillance. We await the fruits of their labours on this one.

KDR are not willing to consider any increase in employer superannuation contributions at this stage beyond what is required by legislation. Their view is that employees would rather see an increase to their pay rate rather than increased superannuation. Given this point being used in the rejection of this claim, I will be interested to learn how much they wish to offer in pay increases to replace the superannuation increase claim. This is an issue that affects everyone. The RTBU seeks feedback from members as this is sure to come up again in negotiations. We are keen to address what members would prefer in respect of this aspect of our log of claims.

We are now well into the log with several more claims nearing agreement. Work is continuing on a draft EBA.

I am pleased to say that the RTBU's request to speed up negotiations through weekly instead of fortnightly meetings was accepted by all parties to the Agreement and this week's meeting extended over the three hours scheduled.

Next meeting is on Monday 29 February at 10am.

Unity is Strength

Tom Brown  
**Secretary, Tram & Bus Division,  
RTBU Qld Branch**