Dear Member,

**Bus E-News June 2014**

**AWARD MODERNISATION**: The Newman Government has legislated to force a review of the state Awards including the RTBU Award which covers all Council Bus Operators. Council has presented a “Draft Award” to the RTBU which contains reduced entitlements, introduced new clauses and removed others. The RTBU is due to meet with the Council in coming days to commence discussions regarding your new Award. Some proposed changes are:

- Reduced sick leave entitlements
- Casual’s can be terminated on the spot for no reason at all
- Individual agreements, for Overtime penalties, allowances, leave loading, etc

The RTBU will keep members advised on its progress with negotiations.

It should be noted that most of members’ conditions are covered by the Enterprise Agreement which overrides the Award, but Award conditions exist as a permanent feature and Agreements have to be renegotiated upon termination.

**CONTESTABILITY (COMPETE FOR YOUR JOB) PRIVATISATION**: The Newman Government has recently confirmed to the RTBU that the privatisation (which they disguise with the term “contestability”) is on their agenda for next year. This proposal was contained in the “Queensland Commission of Audit (Costello Report)” and accepted in principle by the Queensland Government’s Cabinet.

The RTBU will be conducting a campaign against this as this policy could put the jobs of all Bus Operators in jeopardy.

Preparations are under way for the campaign to confront the Newman Government with its push to open up Brisbane Transport work to anybody and everybody.

The RTBU will be using every opportunity to protest against this policy and the upcoming By-election in Stafford is just such an opportunity.

A positive campaign can only work if members actively participate in it and we need your help with that. If you want to be actively involved in a campaign to stop outsourcing your job to the private sector, please advise your delegate.

The RTBU have been active through the Media including Television, and interviews over the last few weeks. The “Thank You Driver” campaign has been reactivated with another 10,000 handouts being distributed. Remember, Council Bus Operators are held in high regard in the community and should and will be supported by the Public throughout the coming months with the campaign to keep Council controlled Public Transport. The “Thank You” driver handouts will assist in that campaign. Take a bundle and hand them out, or just leave them on the seats for people to see.

**KDR TRAMS**: The RTBU would like to congratulate the newly elected “IR representatives” on being elected at the Gold Coast Tram Depot. The RTBU will shortly commence training for these new Representatives.

**KDR AVAILABILITY ALLOWANCE PROCEDURE**: An Agreement has been reached for the KDR Electricians for being on stand-by for out of hours work. The Agreement allows for a stand-by rate, call out rate, allows for input from those involved and controls put in place for Fatigue Management.
CUSTOMER FEEDBACK FORMS: Council has an agreement with the Unions including the RTBU which clearly states what process depot staff are to take when they want to talk to you about a Customer Complaint, or Customer Feedback. This agreement was negotiated by the Combined Unions and I am pleased to say that the RTBU was at the forefront when fighting for this agreement. The agreement is known as the HRP130 Policy and has been in place since the 1 September 2012. Complaints are coming in that some staff are still using the old, “have you got a minute routine” when they want to talk to the Bus Operator about a complaint. Below are a few points that outline YOUR RIGHTS when it comes to Customer feedback, or complaints against you:

1. Management must ensure that you have a copy of the HRP130 agreement
2. Bus Operators must be given reasonable notice about the meeting to discuss the complaint, (usually 24 hours)
3. For formal or serious discussions, the employee must be advised that they can bring a Union representative with them ( RTBU policy is ALL meetings)
4. That the rules of natural justice, bias, evidence, hearing and the duty to inquire must apply

   Re Evidence Rule, – BT must show you the letter of complaint; BT should show you any CCTV footage BEFORE you respond to the complaint and not after (by showing you after, that is called “ENTRAPMENT”) which breaches the Natural Justice principles and breaches the spirit of the agreement.

Remember, the “have you got a moment” chat at the start of the process can lead to your termination. These are just a few of your rights that are part of an 8 page document known as Policy HRP130. Ask your Delegate for a copy.

NEWMAN GOVERNMENT REMOVES YOUR RIGHT TO USE PAYROLL DEDUCTIONS (PRD): The State Government passed legislation to take away your right to pay your Union fees by PRD from July, 2014. When they are about to embark on a mass privatisation exercise in your workplace it suits the Government to try and make Union membership as hard as possible.

Don’t give them a win. Members are urged to convert over to another form of payment ASAP.

BUS OPERATOR HANDBOOK: Significant progress has been made towards a new Bus Operator Handbook with only one issue remaining to be resolved. The RTBU are still only recognising the 2008 Handbook and the 2011 book has been in Dispute all of this time and the RTBU will not recognise this issue. It is hopeful that the last point of concern can be resolved in the next few days and the new Handbook can be agreed and sent off to the Printers.

EBA DISPUTE: A dispute is currently underway between the RTBU and Brisbane Transport.

Council began a series of claims against you and Your Union to reduce your wages and working conditions. City Sights Drivers, Bus Assistants, and some Bus Operators. There is a clause in the EBA which stops the Union making a claim against BT about higher wages and conditions for Bus Operators between EBA Agreements. This should apply to Brisbane Transport as well as they are part of the EBA8. Despite this, BT just keeps coming back with more claims against you.

The RTBU has commenced this Dispute to stop this type of activity as Council are not bargaining in good faith as required by Legislation and Brisbane Transport feels that it is ok to come back time and time again, whenever it suits them. The RTBU will meet with BT to continue with this Dispute next week as Council is being totally unfair with their tactics.

Unity is Strength

Jim Buttenshaw
Acting Tram & Bus Divisional Secretary