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# Combined Unions ARTC NSW Enterprise Agreement Negotiations Newsletter

## It's the same offer as December 2015 But the 2% is off the table Why isn't ARTC listening to its employees?

The Combined Unions are extremely disappointed by the approach of ARTC senior management as the bargaining has continued. It is clear that senior management are not listening to the concerns of their staff. They are pressing ahead with an offer similar to that voted down by employees in December 2015, except that the 2% pay increase is now off the table.

Having attended numerous staff information sessions about the NSW EA around the state in February, it is difficult to comprehend that the senior management team that sat through hours of negative feedback from staff, hours of complaints and criticisms about the poor offer, has now responded by maintaining almost the same position *and* by removing the 2% per annum offer.

Again, despite being required by law to genuinely consider the Combined Unions' Log of Claims, ARTC has continued to disregard nearly every item. They are not addressing even basic, zero-cost issues that could be easily dealt with in the EA.

ARTC HR is confident, however, that their strategy will be successful. When asked about the extremely negative response from staff at the information sessions in February, HR would not acknowledge employees' views. They responded only by saying they would improve their communications with staff. And so recently, we have seen the carefully coordinated team meetings where managers deliver the same, carefully scripted message that 'you will not get anything more'.

The Combined Unions have asked senior management, during recent bargaining meetings, whether employees' hard work, ideas for improvements, efficiencies, and productivity savings are worth anything to the company. ARTC's response so far has been very poor. We think you deserve a genuine response and a better deal.

### **We are getting ready to take the next steps:**

ARTC's failure to bargain in good faith is delaying the finalisation of the NSW EA. As reported, we have progressed the matter to the Fair Work Commission and the first hearing is on Monday 16 May. We are seeking Bargaining Orders from the Commission that will require ARTC to bargain in good faith, and that ARTC confirm once and for all whether they are legally bound to comply with the Workplace Bargaining Policy. We have requested information on whether ARTC is bound by the Workplace Bargaining Policy over and over again during bargaining and in formal correspondence, yet ARTC has repeatedly failed to provide this information.

**Tell ARTC it's not good enough! Tell them to;**

- 1) **Acknowledge employees' contribution to the business**
- 2) **Come clean with staff and unions about the public sector Workplace Bargaining Policy**
- 3) **Negotiate in good faith, and**
- 4) **Finalise the NSW EA with unions now!**

**ARTC: It is time to start listening to your employees, they are sending you a very clear message!**

**Talk to your delegates and officials about what will be happening next, and stay tuned for further newsletter updates.**

Authorised: Alex Claassens, NSW Secretary, Rail Tram and Bus Union, Level 4, 321 Pitt Street Sydney, NSW 2000, On behalf of the combined unions

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