



ARTC Infrastructure Enterprise Agreement 2025

The RTBU has begun negotiations on your behalf for the new ARTC Infrastructure Enterprise Agreement 2025. Since starting in October 2024, we have held five meetings. The first agenda item, ensuring clause 6.1 Bonuses are paid to members, has been completed. Both parties have exchanged their logs of claims, and discussions between the Union and ARTC have started, with each side presenting their claims.

Union's Claims:

- 8% pay increase each year.
- Significant increase for Level 1.
- Meal allowance for overtime.
- Overtime paid at double time after the first 2 hours.
- Increase LAHA to \$250.
- Recognition and pay for the following allowances:
 - Welding
 - KK certifier
 - PO allowance
 - Track inspector allowance
- First aid allowance.
- Location allowance (tolls) / Botany Yard hazard workplace allowance.
- Remote locality allowance.
- All allowances to increase with EBA% increments.
- Rosters provided with 28 days' notice; changes compensated (Heavy Plant).
- Fatigue policy stand down increased from 10 to 12 hours.
- Rostered Saturday weekend paid at double time after 2 hours.
- On-call disturbance allowance in line with current call-out arrangements.
- Double time and meal allowance for re-call (end of shift extension).
- Reimbursement of public holiday when on call.
- Recall on roster: \$80; rostered off: \$120.

Summary of ARTC Claims:

1. Combine the ARTC SA/WA Infrastructure Maintenance Enterprise Agreement 2023 and the ARTC NSW Infrastructure Maintenance Enterprise Agreement 2022 into one: the ARTC NSW, SA, and WA Infrastructure Maintenance Enterprise Agreement 2025.
2. Keep the existing provisions of the ARTC NSW Infrastructure Maintenance Enterprise Agreement 2022, except for the changes listed below.
3. Discuss a fair wage and allowance increase, considering the bargaining representatives' claims.
4. Set a 3-year term for the Agreement.
5. Review the clauses.
6. Update clause 4.7 (Long Service Leave) to match state laws.
7. Review clause 4.2.8 (NSW) and 4.2.5.2 (SA/WA) (Additional Sick Leave) to ensure ARTC relies on medical evidence and complies with the Privacy Act.
8. Review clause 6.1.1 (NSW) and 6.3 (SA/WA) (ARTC Bonus Scheme) to buy out the performance bonus.
9. Review clause 2.6 (NSW) and 2.10 (SA/WA) (Rostering Principles) to align the provisions in NSW and SA/WA agreements.
10. Review clause 3.3 (NSW) and 2.14 (SA/WA) (Shift Work) to allow shifts to start between 4:00 AM and 6:00 AM.
11. Update clause 10.2 (Plant Team) to remove references to Hunter Valley.
12. Make necessary amendments to meet the Better Off Overall Test and recent legislative changes.

ARTC has advised that they will be able to propose a percentage increase for members in late January 2025. We look forward to holding workplace meetings to discuss the offer once it is received. If you need any further information, please contact your Bargaining Representative. We wish everyone a Merry Christmas and a happy and safe New Year!