


ARTC ENTERPRISE AGREEMENT – NSW (2012)

Summary of ARTC response to Union claims on public record

Union claim on public record	Source	ARTC comment
<p>ARTC refuses to put forward any reasonable offer to employees</p>	<p>http://www.theherald.com.au/story/4076271/mayhem-as-union-steps-up-rail-strike/?cs=305</p> <p>RTBU statement – 5 August</p>	<p>The RTBU is seeking a 4 per cent pay increase which is equivalent to \$17m of additional cost to ARTC and is just not sustainable in the current economic environment. As ARTC has its pricing and costs regulated these additional costs are directly passed onto freight haulers and coal producers – costs which ultimately the NSW economy bears.</p> <p>A 2 per cent pay increase each year over three years is a fair and reasonable offer in the current environment, it is in line with APSC Workplace Bargaining Policy requirements.</p>
<p>ARTC refusal to negotiate and that is why protected action taking place</p>	<p>RTBU statement – 5 August</p>	<p>The RTBU notified of intent to undertake protected industrial action while bargaining was underway and before any offer was put to the combined unions or staff.</p>
<p>The Union is concerned about privatisation.</p>	<p>ABC Newcastle – Breakfast – 3 August</p> <p>http://www.theherald.com.au/story/4076271/mayhem-as-union-steps-up-rail-strike/?cs=305</p> <p>RTBU statement – 3 August</p>	<p>The Australian Government advised as part of the 2016 Budget that: <i>“the government will retain the ARTC in Australian government ownership”</i>.</p>
<p>ARTC is “hiding behind Government wage policies.” - Hunter Workers union twitter</p> <p>“They’ve been hiding behind the federal government’s Workplace Bargaining Policy to demonstrate why they can’t give workers a better offer, but this is a document that ARTC is not even bound by.”</p>	<p>https://www.railexpress.com.au/artc-network-in-disarray-as-workers-strike/</p> 	<p>ARTC is a Government Business Enterprise. GBE’s are clearly bound to comply by the APSC Workplace Bargaining Policy and this Policy is public on the APSC website:</p> <p>http://www.apsc.gov.au/priorities/workplace-relations/australian-government-public-sector-workplace-bargaining-policy</p> <p>From the Workplace Bargaining Policy 2015 (p1):</p> <ol style="list-style-type: none"> 1. <i>This policy provides a framework for agencies to implement terms and conditions of employment that are affordable and support modern and agile public sector workplaces.</i> 2. The policy applies to Australian

		<p>Public Service (APS), non-APS Australian Government entities, including Members of Parliament Staff and Government Business Enterprises. It supersedes the Australian Government Public Sector Workplace Bargaining Policy 2014.</p>
<p>Offshoring roles</p>	<p>RTBU statement – 3 August</p>	<p>There has never been any discussion or plans to outsource or ‘offshore’ roles.</p>
<p>A reduced offer: ARTC has offered a deal that is worse than the last agreement</p>	<p>RTBU Statement - 5 August https://www.railexpress.com.au/artc-network-in-disarray-as-workers-strike/</p>	<p>This is incorrect.</p> <p>ARTC has negotiated in good faith throughout the bargaining period.</p> <p>A 1.5% per cent agreement was put forward in early 2015.</p> <p>The offer made in December was able to be increased under the APSC Policy to a 2 per cent pay raise per year over 3 years and included amendments to allow for improved allowances and arrangements for some staff under the agreement.</p> <p>The offer sent to staff on 2 August proposes the same wage increase and no loss of conditions.</p>
<p>Workers denied breaks</p>	<p>“Workers are denied any breaks during an 8 hour shift,” https://www.railexpress.com.au/artc-network-in-disarray-as-workers-strike/</p>	<p>The Network Control environment is a busy ‘live-run’ operational environment and we agree it is a difficult and at times stressful job. Given the nature of the role it can mean extended periods at your station – but there are opportunities to take breaks, there are amenities for staff to use and the roles are rewarding. This is not unusual for any operational workplace environment of a similar nature.</p> <p>Many staff have also indicated a preference to be able to conduct straight 8 hour shift periods so they do not lose time or pay associated with meal breaks.</p> <p>The network control roles also have additional leave periods that other roles in ARTC do not, acknowledging the 24-7 nature of train operations.</p> <p>Notwithstanding the above we recognise there are broader concerns around this and ARTC have implemented worker committees to address these types of concerns with management direct and to help improve the overall workplace environment for network</p>

		control centres.
<p>Worker conditions</p> <p>“The workers simply can’t sit back and let the company refuse to make simple common sense changes that would improve working conditions.”</p> <p>“many of the claims put forward by the union will come at “no cost to the company,” including fairer rostering principles, improved consultation with workers, and better dispute resolution.”</p>	<p>RTBU statements – 3 August and 5 August</p>	<p>Many of the requests made are directly relevant to specific HR policies and are not requests that should typically be included in a modern and flexible workplace agreement. ARTC will continue to work directly with staff day-to-day on listening and responding to improvements in the way our people work.</p> <p>Additional claims around rostering and other conditions requested have been estimated to come at a cost to the ARTC business of around \$12 million (additional to the pay increase request of 4% per annum).</p>