

Sydney and N.S.W Trains

Enterprise Agreement 2017

Once again bargaining has begun for an agreement in 2017 for NSW Rail workers. Management has proposed that the pay rise on offer is still capped at 2.5%, this at a time when a lot of unions are seeking rises well above that figure. If there is to be an attempt to stop rising inequality in N.S.W. then these imposed salary caps have to be challenged.



By now you've seen some of the more draconian measures that rail management (N.S.W. Government) have proposed. Here is a guide to what we consider you should do to get a better deal.

- Don't fall for the old gimmick of trading off conditions for a pay rise. This has been tried in the past and we gained absolutely nothing for the job losses that ensued and the conditions that we lost. **NO TRADE-OFFS WHATSOEVER.**

- The "facilitation clause" is to facilitate who and what? This clause is about you bartering away your conditions and changes in our workplaces. Don't swallow the bait on this proposal either, as the only consultation that will take place is the one that takes place behind our backs. **NO FACILITATION CLAUSE BECAUSE WE WILL NOT TRADE OUR CONDITIONS.**
- If bargaining is to take place on an equal footing we need to demand that the proposed wage cap of 2.5% is taken off the table. **NO WAGE CAP and NO TRADE OFFS**
- The existing redundancy provisions are already a watered down version of the original 6 weeks pay for every year of work. We are already down to 2 weeks pay for every year worked. We have to stand firm. We have to insist that there are no changes to redundancy provisions that make them worse. We also need to stand up for employees that start work at a later date and who will possibly be younger than us. We don't want them to have worse conditions than we do. **NO CHANGES TO REDUNDANCY CONDITIONS UNLESS WE STAND TO BE BETTER OFF.**
- Fight to stop Labour Hire companies and their employees from entering the workforce. Often they will be employed on worse conditions that undermine your rates of pay and your conditions. This is the thin edge of the wedge for privatisation of the whole workforce. **ALL JOBS MUST BE WITH PUBLIC EMPLOYEES RECEIVING PROPER TRAINING.**
- Most of all we need to be more involved in the bargaining process. We need to be informed and be able to have our say on the issues involved in the EBA. A strong rank and file movement within our union ensures that we have the bargaining power to force management on some issues. Insist on your right to know about your Agreement and your right to have your say on the issues that are important to you. **YOUR RIGHT OF INVOLVEMENT AND RANK AND FILE BARGAINING (RATHER THAN TOP DOWN NEGOTIATION) IS A MUST.**

Authorised as a public service to the rank and file in our unions who are the real voice in our workplaces and who are most forgotten when they have something to say on issues that affect them