

Combined Transport Unions

Roads and Maritime Services Consolidated Salaries Award 2019

Combined Log of Claims

WITHOUT PREJUDICE

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1 Operation of Agreement

- 1.1(a) All terms and conditions contained in the existing agreements will be maintained unless altered by a claim in this log.
- 1.1(b) Employees will not be moved from their existing conditions to inferior Award conditions by way of restructures, workplace movements or promotions across agencies.
- 1.1(c) The Award is to be varied.

2 Wages and Costs

2.1 Reasonable Increase to Pay and Allowances

- 2.1(a) 3.6% increase or as per CPI, whichever is higher, in pay and allowances each year for the life of the Award with the first increase from 1 July 2022.

2.2 Reasonable Superannuation Increase

- 2.2(a) The Employers will pay the 0.5% increase mandated by the *Superannuation Guarantee (Administration) Act 1992* without any impact on pay increases achieved through bargaining.
- 2.2(b) A further 1% increase in superannuation will be paid for all Employees above the amount mandated by the *Superannuation Guarantee (Administration) Act 1992* over the life of the Agreement.

2.3 Salary Packaging

- 2.3(a) Broader options for salary sacrifice
- 2.3(b) Car packaging
- 2.3(c) Salary sacrificing for mortgage payments

2.4 Additional Items

- 2.4(a) Employee Travel Passes
- 2.4(b) Enhanced Recognition of service to retain and attract employees.
- 2.4(c) Paid Private Health Care for all family members – maybe in lieu or partial compensation for smaller wage increases

2.4(d) Increased childcare allowances

3 Rostering

3.1 Rostering provisions to provide work life balance.

3.2 Rostering provisions to provide improved fatigue management systems including consultation with specific work groups.

3.3 Ability to work different rosters, i.e., 4 on, 3 off.

3.4 Reinstatement of 8 hour working day with '24' minutes not to be classified as 'overtime' enabling maintenance of entitlement to monthly TIL day.

4 Job Security

4.1 Improved job security

4.2 Protection against Future Privatisation.

4.3 Ensuring the protection contained in the Transport Administration Amendment (RMS Dissolution) Act 2019 (NSW) remains in effect.

5 Health and Safety

5.1 Provisions providing for improved work, health and safety, including general wellbeing in the workplace and a right to disconnect.

5.2 Provisions providing for Improved access to members when consulting on health and safety conditions.

5.3 Working in heat clause

5.4 Working in air quality/pollution clause

6 Flexible Work

6.1 Enhanced flexible work practices and agreements, including better access.

6.2 Ensuring the protection of flexible working hours provisions.

6.3 Increase to carryover leave from 30 days which is applicable to all staff. However, we accrue an extra week's leave, so change BSO carryover entitlements to 35 days

7 Training and Development

7.1 Increased access to development, training and career progression

7.2 Improve professional recognition and development opportunities

7.3 Greater equality and transparency in opportunities

7.4 Access to full training as required when employees deployed as SAR unit.

8 Consultation

8.1 Improved consultation provisions.

9 Award Modernisation

9.1 Modernise and update provisions whilst ensuring existing conditions are maintained, except where conditions are enhanced. A focus on but not limited to:

9.1(a) Improvements occurring sector wide;

9.1(b) Changes resulting from IRC decisions;

9.1(c) Changes that have occurred with ET and CFR; and

9.1(d) Changes to the landscape since COVID – 19.

10 General

10.1 Elimination of discrimination and bias.

10.2 Equality and improved parental leave provisions.

10.3 Where RMS Award provisions are similar to those in the TfNSW Award and the TfNSW Award provides a more beneficial entitlement, the RMS Award provisions are to be consistent with the TfNSW Award.

10.4 The Union reserves the right to raise other matters throughout negotiations that are to the benefit of employees.