



ARTC EA Newsletter No. 2 - March 22, 2005

Important initial milestones reached over Enterprise Agreement Negotiations

On 18 March 2005 the Unions met with ARTC to further negotiate a new enterprise agreement covering ARTC direct employees. Below is a summary of the issues discussed.

Initial stages of negotiation process:

- It was agreed between the parties that the best way to progress negotiations was to compare the content of the current ARTC agreement with that of the RIC and SRA enterprise agreements.
- This comparison process will also provide for 'best practice' clauses to be identified as well as identifying gaps in the content of the current ARTC enterprise agreement.
- Also to be included is consideration of which ARTC policies the unions want to incorporate into the enterprise agreement. While policies remain outside the agreement they can be changed at management's discretion. Once they form part of the enterprise agreement, ARTC will be compelled to negotiate over their content. These policies cover important issues such as recruitment and selection, termination of employment, medical assessments, and drug and alcohol testing.
- This detailed research document will form the basis of discussions for a full day lock-up between Unions and ARTC on Friday 15th April 2005.

Classifications to be covered by the Agreement:

- The classifications to be covered by the agreement are also to be identified at the meeting on the 15th April.
- ARTC agreed to provide relevant information regarding both position descriptions and remuneration bands.

Involvement of ARTC employees:

- **The involvement of ARTC employees in this process is crucial. ARTC agreed to assist the unions to hold workplace meetings over the next few weeks so that employees can identify the issues that they want covered in their enterprise agreement.**

Proposed conclusion date:

- The parties agreed to aim to complete negotiations by the end of June 2005.

The next meeting is the full day lock-up between the parties on 15th April, 2005.
This Newsletter circulates to all ARTC employees and RIC Secondees in NSW, South Australia and Victoria.

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