

MOA/MTA STOP WORK MEETING - 1/12/87

RECOMMENDED RESOLUTION - M.T.A. SUB BRANCH

1. MOA members reluctantly note the further offer dated 19 November 1987 from the Minister for Transport regarding the proposed Transfer, Redeployment and Redundancy Scheme.
2. This meeting empowers the Sub Branch Executive to take immediate industrial action to protect the job of any member who is forced to accept the redundancy package.
3. The meeting notes further the letter from the Managing Director of the Authority dated 30 November 1987 that the previously identified "surplus position list" has been withdrawn pending further consultation.
4. The MOA reaffirms its commitment to be involved in working parties to review any positions and classifications which are the subject of uncertainty.
5. MOA members are not seeking confrontation but will not tolerate any situation where decisions are made without adequate consultation.

TRANSFER, REDUNDENCY, REDEPLOYMENT SCHEME

M.T.A. OFFER

Period of Notice - 13 weeks with 8 weeks pay in lieu if member leaves earlier.

Redeployment - within Victoria transport or public sector (anywhere)

Inconsistencies in income maintenance provisions.

If alternative employment is refused, employee is deemed to have resigned.

Transfer - M.T.A. seeks to transfer members arbitrarily. Refusal shall be deemed as resignation without any additional benefits.

AL/ASL/LSL

1. AL - paid pro-rata including loading.
2. LSL - paid pro-rata providing that employee has a four years recognised service.
3. ASL - Pre 1984 leave able to be converted to recreation leave - cash on retirement to remain.

Pass Entitlements - Pass available for period of accumulated leave only.

SEPARATION PACKAGE

Non Contributory

Age 55 and over	4.8 weeks per year of service
Age 54 and over	4.73 " " " "
Age 53 and over	4.66 " " " "
Age 52 and over	4.58 " " " "
Age 51 and over	4.51 " " " "
Age 50 and over	4.44 " " " "
Age 49 and under	4.4 " " " "

(pro rata included)

plus

Superannuation (contributory)

5% of final salary or 2.6 weeks for each year during which contributions were made at 2.5%.

10% of final salary or 5.2 weeks for each year of service during which contributions were made at 5%.

15% of final salary or 7.8 weeks for each year of service during which contributions were made at 7.5%.

M.O.A. RESPONSE

Period of Notice - 12 months with 26 weeks pay in lieu if member leaves earlier. The relevant industrial organisation shall be notified when any employee under its coverage is served with a surplus notice.

Redeployment - should be negotiated with employee together with union representation. In the event of the parties failing to agree on provision of redeployment conditions, a mutually acceptable independent arbitrator shall determine the matter. Employees redeployed shall retain their salary and be entitled to increments, future wage movements resulting from either restructure or across the board increases.

Transfer - If agreement between parties cannot be reached, the matter to be referred to an independent arbitrator. (3 months) *trial*

AL/ASL/LSL

1. Agreed
2. LSL - all recognised service including pro-rata
3. Agreed

Pass Entitlements - existing pass entitlements for retired employees plus reserve our right to negotiate V/line entitlements.

SEPARATION PACKAGE

Non Contributory

1. 5.2 weeks for each year of service (pro rata included).
2. Employees aged 40 and above to have potential service to age 60 recognised.
3. *2 weeks for each year under 40.* Concessional Taxation Benefits to apply.

Clarification of final salary definition

Superannuation (contributory)

5% of final salary or 2.6 weeks for each year during which contributions were made at 2.5%.

10% of final salary or 5.2 weeks for each year of service during which contributions were made at 5%.

15% of final salary or 7.8 weeks for each year of service during which contributions were made at 7.5%.

M.O.A. members to be given preference, i.e. non members first affected.

26th November, 1987

PP/PRM/jl - 1138/1987

CIRCULAR to the following affiliated unions:

A.F.U.L.E., A.M.W.U., A.R.U., A.S.C.&J., A.T.&M.O.E.A., A.T.O.F., B.W.I.U., C.A.T.U.,
E.T.U., M.O.A., O.P.D.U., P.K.I.U., P.G.E.U., T.W.U., V.B.E.F., F.S.&P.U.

RE: PUBLIC TRANSPORT - MTA TRR PROPOSAL
- SUPREME COURT DECISION RE APPEALS TRIBUNAL
- MTA BOARD OBSERVERS

The Secretary,

Dear Comrade,

A meeting of all Public Transport unions will be held on THURSDAY 3RD DECEMBER, 1987 AT 11.30AM IN ROOM 50, TRADES HALL. to consider the following matters.

1. MTA TRR Proposal - please refer attached letter from Minister for Transport seeking out further terms for TRR in MTA (tram and Bus).
2. Supreme Court Decision - ARU to report on outcome of recent Supreme Court Decision regarding the Ryan Case and the proposal to establish an Appeals Tribunal. (refer attachment)
3. MTA Board Observers - VTHC to report on discussions with Minister for Transport.

Yours sincerely,

M. B. BURR
ACTING SECRETARY

NOTICE OF MEETING