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To: The legislative Council, Transport Committee

"Alliance of Five Unions in Two Rails"

Merger - Employees benefits related issues

Opinions to the Legislative Council, Transport Committee

On 11th April, the SAR government officially announced the merger of the two railways, and stated the related issues and the primary arrangement, including the explanation and the general description of the benefits of the employees of both railways. Five unions of both railways, such as, KCR Workers' Union, KCR Employees Association & KCR Operating Staff Association, MTRC Staff Union and HK MTR Staff General Association, (a.k.a. Five Unions), immediately received a lot of inputs from the employees regarding their worries and inquiries. On 20th April 2006, Five Unions held a special meeting, discussing and investigating the employee's rights and benefits, announcement interpretation, front-line workers definition, duties and responsibilities. All unions came to a mutual understanding and agreement to submit this proposal of the following five points to the Legislative Council - Transport, by the name of Five Unions.

A. As the merger is imminent, the employees of both railways will be facing a big change.

Five Unions urge all the employees to exercise their professionalism and stand on their posts, utterly preserve railway operation safety and maintain quality service.

B. In the contract of the merger announced by the government, Five Unions feels the definition of front-line workers is unclear, incomplete, and unreasonable. The safety net for the front-line workers has no time schedule and flexibility. For example: (1) the front-line works definition is self-guessing among the employees, because their identities have not been over all recognized. (2) In the contract, the front-line workers are defined by their position levels and their kind of jobs. So, that part of the basic level employees are included in the safety net is absolutely in unfair. (3) In the process of the

- merger, would the managing and directive staffs, being transferred, be able to included in the safety net?
- C. With the effectiveness of human resources, there will be over staffing. Through internal planning and arrangement, there will be training and reassignment. The process of selecting employees should be fair, open and equal. The unions request for information rights and participation. There should be a commission represented by the labour, the management and the government that provides a mechanism for the employees to appeal.
- D. In the process of the merger, the contract for the employees of two railways should stay the same. Years of service, salary, and benefits should be confirmed to extend to the new company.
- E. Request that the government and Five Unions establish a perpetual system of communication. The employees will then have a proper channel to appeal for their rights because of the merger.

Secretary of Alliance of Five Unions in Two Rails