



RTBU – PacNat Member’s Union Collective Agreement 2009 *Update Newsflash No 9* 3rd August 2009

Results of last weeks Meetings.

Members are advised that following 2 days of negotiations last week (Wednesday and Thursday) progress was made on a number of the Part A – Common Clauses, although agreement is still some way off.

In brief I advise that:

- Major clauses such as but not limited to Dispute Settlement, Consultation, Public Holiday, Leave (Annual Leave, Public Holidays & Personal Careers – “sick leave”), Driver Only and Relay Working attachments, Salary Maintenance, Temp Transfer & Stand Down remain outstanding either in full or in part.
- Clause’s such as Remuneration, Career Paths & Classifications, Classifications, Descriptors & Pay Levels, Meal breaks & General Rostering Guidelines are yet to even be agreed whether they are Part A or Part B clauses.
- We briefed our Common Clause Delegates last Friday on progress, and to get their tick off on where we were up to clause by clause, and to discuss various other matters relating to the Campaign and Negotiations
- A number of the major issues identified in my previous Newsflash have been settled in principle, with Redundancy to remain at a maximum of 80 weeks for all current and new employees, Personal Leave - sick leave to remain at 15 days (*although the issue of when a medical certificate is required is not yet agreed*) and Conversion from a Casual employee to a Permanent employee has been agreed in that it will be automatic conversion to permanent full time after 6 months of working continuous fulltime equivalent hours.
- Pacific National is compiling their latest draft to reflect progress to this point. They have indicated we will receive it by Thursday, once we have received it, we will compare their document against our Part A document.
- Our position remains unchanged, in that we have no issue making clauses less wordy as long as that doesn’t result in a reduction in current terms and conditions. Pacific National has also advised that they to, are only seeking to make the Part A document less wordy.
- Whilst a number of Clauses have been agreed to in principle, agreement is subject to seeing the final wording and the complete Part A and the Part B (Business Group Specific / classification) sections being finalised
- Part B – Business Group / Classification specific negotiations will not commence until the Part A negotiations have been finalised and agreement in principle has been reached.
- The Parties have agreed that as with the previous negotiations / process for the current agreements, no Business Group Specific Agreement will be “agreed” until **ALL** Agreements have been agreed.
- At the time of writing no further meetings have been scheduled as we await the redrafted progress document.

Member Survey

Members are advised that the RTBU will soon be conducting a survey of all PN Members covered by the existing Agreements.

The Survey will be in relation to Industrial Action and what members are prepared to take should Industrial Action be needed to reach an outcome.

The survey WILL NOT be an official vote for Industrial Action as Industrial Action is not yet being considered but will give Members the opportunity to let your Negotiating and Campaign Teams know what types of action members are prepared to take.

Both your Negotiating & Campaign Committees are still seeking minimal change to your current terms and conditions as Members made it clear from our initial survey that they believed in the current climate a "steady as she goes" position is what was needed. This may need to change should the Company seek significant concessions from members in both Part A and Part B negotiations. Current Agreements have served both You and the Company well since they came into operation.

Additional Newsflashes will be issued as developments occur.

Information Gathering - *It is important that we continue to get information sent to us regarding what is happening in your area, eg any correspondence from management or meetings taking place etc.*

I ask that any such information be given / advised to your local delegate, State Branch and or emailed / faxed to the RTBU National Office. Copies of company newsletters, notes taken by you or individual members from Company held meetings etc should all be sent in. Even if we get the same information numerous times, that's better than not getting it at all,

Do not assume or expect that someone else has sent it to us.

I ask that you continue to support your Delegate and offer to assist them when needed as they represent you and your Union prior to, during and following the Campaign.

Newsflash!@Home.

If you would like to receive future information to your personal home email please email Bob Hayden at rhayden@rtbu-nat.asn.au with your name, your location, your classification and your email address and you will be added to the email list.

YOUR RIGHTS AT WORK..... WORTH FIGHTING FOR!!

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