

Rail, Tram and Bus Union



RTBU – PacNat Member's Union Collective Agreement 2009

Update *Newsflash No17*

14th December 2009

Combined Member Update

Part A – Common Clauses

As advised previously in-principle agreement was reached on the Part A Clauses following a meeting with the combined delegates, with this being subject to getting the final set of words from the Company and doing a final check.

The Company provided a new version of the Part A last week, and there is a meeting planned for Wednesday 16th to hopefully finalise the wording bits and pieces still needing some word smithing.

We have again raised the issue of back pay with the Company and whilst this has not been rejected we will continue to pursue this along with a satisfactory common wage outcome across the Company. The Company now at least acknowledging that a wage freeze is not an option.

Classification Structures and our Common Wage claim will be discussed via the Part A negotiating Group and this will occur once all Classification / Business Group negotiations are at a stage where we believe in-principle agreement will be reached.

Classification / Business Specific Clauses

1. Intermodal Train Crew

Following a less than positive start in negotiations, the parties met for 3 days last week to continue to progress the numerous outstanding matters, which related predominately to the claims placed on the table by the Company.

At the close of negotiations on Thursday afternoon it feels that positive progress was made by your negotiation team and that the parties are now well on the way towards a package for membership consideration, although further meetings will be required.

The parties have agreed that during the next few weeks, PN will commence drafting the wording behind the matters / clauses discussed for delegates to check. Due to diaries and the xmas break, further meetings have been arranged for the 6th and 7th January.

In addition to the above meeting, a further 2 day meeting was arranged in Adelaide to discuss the Companies claims for changes to both the Relay and DOO provisions of the Agreement. In addition to your normal negotiation delegates the RTBU had delegates from Kalgoorlie, Alice Springs and Pt Augusta in attendance on the 1st day.

At time of writing we are waiting for an electronic version of the re-drafting so it can be forwarded onto the delegates concerned for checking. It is anticipated that further discussions will need to take place regarding the Companies claims as the RTBU does not see a need to change what already exist, and cannot agree to any wording which reduces / removes current protections and process wording.

A telephone hook up of all Intermodal Train Crew Delegates is planned for Tuesday 15th at 12.30pm to brief delegates on progress.

2. Intermodal Terminal Operations

The RTBU has had two sets of meetings with Pacific National on the 26th and 27th of November and the 8th and 9th of December. At these meetings P.N gave the RTBU delegates an overview of the company's performance in relation to Terminals around the country.

Negotiations for the Part "b" process have been focused on;

- Rostering Guidelines
- Fatigue Management of Rosters
- Isolation Officer
- Mentoring Role

The next round of meetings is set for the 21st December at North Sydney.

3. Coal

- **Train Crew**

There is a general feeling that major positive progress is being made by your negotiation team and that the parties are now well on the way towards a package for membership consideration, although further meetings will be required.

The company has agreed to supply an electronic version with the "agreed in principle" changes to the original document for the delegates to check prior to the next meeting.

- **Terminal Operations**

Changes to Terminal Operations mainly centre on the Terminal Driver classification and the entry level training for new starters. Although "agreement in principle" has been reached that the current Terminal Operators will remain in their current classification and locations.

For more information contact your Depot Organiser

4. Admin / Support

The RTBU met with Pacific National Management from all Divisions in Parramatta on Wednesday 9th to negotiate conditions for Administrative Supervisory Technical and Professional positions across the country. While all PN Management stated they wanted to negotiate separate support staff agreements for each division it was Northern Coal which stated that they only wanted Operational Coordination Roles covered by a collective agreement. Their proposal would exclude all other Administrative Supervisory Technical and Professional roles from the agreement, with any new employees being employed under an Appointment Agreement which they mentioned would only be underpinned by the Award (not the Enterprise Agreement as currently they do). The base award is well below conditions and wages as provided for in the Collective Agreement.

The RTBU believe this stance by Coal Management is purely philosophical and has no business basis what so ever, except if their real intention (which they denied) was to cut conditions and wages for all those employees who they are seeking to exclude from the Collective Agreement.

All PN management reiterated their desire to exclude all supervisory roles from any collective agreement.

We believe based on what we heard from both Bulk and Intermodal that we may be able to reach a satisfactory outcome with these Business Groups.

We provided the Company with a concise document which all Business Groups agreed they would provide comment on by the end of this week.

The RTBU position remains that all employees covered by the current collective agreements should be covered by any new agreement.

5. Bulk

The RTBU met with Bulk Rail Management in Parkes on the 25th and 26th November to resume Part B negotiations.

Some of the clauses worked on include;

- Management of Hours of Work
- Rostering Guidelines
- Roster Changes
- Shift Lengths and
- Lift Up and Lay Back.

There is still a lot of work to do with this business group's negotiations. Bulk Rail is trying to change numerous clauses significantly, and as such a great deal of time is spent by your negotiating team explaining the importance of retaining what conditions we currently have.

The next meeting for Bulk Rail negotiations is scheduled for 18th December at the RTBU offices in Sydney. It is hoped that some progress can be made at this meeting to simplify the Agreement while retaining our members' conditions.

6. Maintainers

RTBU delegates meet with Pacific National on the 3rd of December were the Company handed Delegates of what they would like in the Maintainers Part "B" document.

As this was the first meeting between the two parties Your Delegates are going to review what was put to them before responding to the Company.

Points of interest are

- P.N seeking to have Freight Australia Maintenance employees to come under this agreement
- Reintroduction of the level 8 as a stepping stone to level 10 core maintainer

The next meeting is set down for Friday 18th of December at 9.30am in Sydney.

Additional Newsflashes will be issued as developments occur.

Also it is important that we continue to get information about what the Company has put out and about saying (if anything) on what they are planning for any of the Business Group Agreements.

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, so you should assume we have not seen it nor do we know about it, and send it through.

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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