

# Rail, Tram and Bus Union



## RTBU – PacNat Member's Union Collective Agreement 2009 Update *Newsflash No19* 26<sup>th</sup> February 2010

### **PART A – Common Clauses**

Members are advised that following a meeting with the Company held last week, it would seem we are nearing the finalisation (in principle) of the Part A wording and will be able to provide your Campaign Delegate a copy as soon as it has been checked over by your Part A Negotiating Committee.

As a result of the last week's meeting and subsequent correspondence between me and PN there seems to be an interpretation issue regarding the intent of the Consultation and Change Clause and as such we are seeking to sort this out prior to sending it out to Delegates (*although it will not stop it being sent out should we receive the new draft before it can be sorted out*).

Delegates will be advised of the status of the Consultation and Change Clause at the time I sent the document out.

PN had advised that they hoped to have a new draft to us by yesterday Thursday 25<sup>th</sup>, but as yet it has not been received.

Further to the above, on the 24<sup>th</sup> February I wrote to the CEO and Managing Director of Asciano seeking a meeting with Asciano / Pacific National Representatives to obtain the Companies formal position on our wage claim (15% over 3 years), common classification structure's for each classification and the issue of back pay as to date the Company have not formally provided their position.

In part my correspondence stated:

*"Members have continued to perform their duties with the utmost professionalism even during the period where PN's Parent Company Asciano was going through periods of destabilisation, this placing additional pressure and concern on Employees.*

*I note that today Asciano announced its half year net profit was up 76pc and that the expectation is that the annual earnings will be around the top of its guidance and that it was in a position to deliver growth and value to security holders.*

*The above is again confirmation of the commitment and profession ability of the workforce and may I suggest could not have been achieved in some way without the ongoing commitment of the workforce and continued workplace harmony.*

*The RTBU'S claim of 15% over 3 years across all Business Groups and Classifications is we believe justified and reasonable and in line with Industry outcomes and as such*

*remains our claim as endorsed by our entire PN Membership (nearly 100% of PN's employees).*

*The issue of pack pay / retrospectivity of our wage claim remain outstanding and we seek to include this matter as part of the requested meeting and formal response from Pacific National."*

## **Business Specific Negotiations**

### ***Intermodal Train Crew***

Following 2 days of meetings last week, we have commenced the initial draft of what has been in principle agreed to, subject to the drafting and ultimately Delegate and Membership endorsement.

A document has been provided to your Depot Delegate explaining the status of the 2 major items where the parties are apart (Barracks Detention and 4Up Working) and where the parties have landed on the issue of (Blank Days) with the intent of seeking feedback from Delegates to your negotiating Delegates. Your Campaign Delegate has been advised that they should feel free to discuss the status of these matters with members.

A meeting is being arranged with Delegates from Pt Augusta and Kalgoorlie and their respective local Managers in an attempt to reach in principle agreement on the 4Up issue, as it is felt those affected are best qualified to discuss this matter further.

An Intermodal Train Crew Campaign Delegates Hook Up will be held early next week to further discuss and debate the merits of the outcome of last week's negotiations.

No further negotiation meetings are planned (*although drafting meetings are taking place over the next few weeks*).

Once the Drafting has been completed the RTBU plans to hold a Delegates meeting in Sydney to discuss and go through both the Part A and Train Crew Specific section of the Agreement with your Negotiating Committee.

### ***Intermodal Terminal Operators***

A further meeting of the T/O Negotiating Committee met with PN today with the major outstanding issue being PN's claim for a Performance Incentive Program (PIP), which would apply on an individual and site basis. The PIP would be based on the following:

- Safety indicators
- Service delivery
- Other matters, which would include absenteeism, on time departures etc

PN are linking the introduction of the PIP to the RTBU claim for the additional job roles of mentoring and isolation officer/s.

Your negotiating committee have advised PN that the introduction of PIP type bonus / incentive payments for individual's and sites is going to be difficult and not acceptable in its current form. This is in line with longstanding RTBU practice.

The Company have advised that they are unable to meet until PN have responded to my correspondence as sent to Asciano earlier this week and as mentioned above.

## ***Coal and Bulk Terminal Operators***

PN are seeking to collapse the roll of Terminal Operators into a new title of Rail Operators. Existing Terminal Operators in these Business Groups will keep their current conditions and entitlements and salary maintained. New employees will be called Rail Operators and a classification level yet to be agreed on will become the starting point to commence in the Drivers Stream.

Negotiations are still occurring on this matter.

## ***Maintainers***

The parties had a telephone hook last Wednesday, with the main outstanding points being:

- On call payment.

PN is seeking to make On Call mandatory and have offered the follow rates; \$50 for a 12 hour period night shift period, \$70 for a 24 hour period and \$120 for public holidays.

RTBU is seeking \$80 for a 12 hour night shift period, \$120 for up to 24 hour, weekends and public holidays and that it be voluntary with those who volunteer going on a separate roster.

- Definition of a day worker (PN seeking to expand the definition to include Sat and Sun) which would also result in new employees only receiving 4 weeks annual leave instead of the current 5 weeks.

No further meetings have been arranged.

## ***Salaried / Administration***

On the 10<sup>th</sup> February the RTBU forwarded correspondence to all 3 Business Groups (Intermodal, Coal and Bulk) detailing our proposed Salaried / Admin provisions of the Agreements and seeking to commence negotiations with each Business Group within 2 weeks in an effort to reach in principle agreement.

As a result the following dates have been arranged:

Tuesday 2<sup>nd</sup> March – Intermodal / Parramatta 9am – 1pm

Tuesday 2<sup>nd</sup> March – Bulk / Parramatta 1pm – 4pm

Wednesday 3<sup>rd</sup> March – Coal / Nth Sydney 11am – 2pm

I and RTBU Salaried / Admin Delegate Greg Cameron will be at all 3 meetings and it is hoped substantial progress will be made at these meetings.

## ***Bulk Train Crew***

A further meeting has been arranged with Bulk for the 1<sup>st</sup> March and the NSW Branch is in the process of drafting a Bulletin for Bulk Members.

## **Coal Train Crew**

A further meeting has been arranged with Coal for the 2<sup>nd</sup> March in Newcastle and the NSW Branch is in the process of drafting a Bulletin for Coal members.

---

*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 [rbayden@rtbu-nat.asn.au](mailto:rbayden@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!!**

Issued by: Bob Hayden, RTBU Lead National Organiser.  
Authorised by: Allan Barden RTBU National Secretary, 83-89 Renwick St, REDFERN NSW 2016.  
Ph: (02) 9310 3966; Fax: (02) 9319 2096. E-mail: [rtbu@rtbu-nat.asn.au](mailto:rtbu@rtbu-nat.asn.au)  
Web: [www.rtbu-nat.asn.au](http://www.rtbu-nat.asn.au)