

Rail, Tram and Bus Union



RTBU – PacNat Member's Union Collective Agreement 2009 *Update Newsflash No 28* 14th April 2010

Campaign Update

Ballot Process:

Members should now have started to receive their Ballot Papers from the AEC, and it is important that Members Vote and do not put the ballot paper away to do later, as history shows something else will come up which means the Vote is forgotten until it's too late.

Every Vote Counts and members will no doubt understand that the Company will be watching the outcome and will base its actions re-action on the Ballot outcome.

As previously advised there are 4 Questions which you will be asked to Vote Yes or No to.

Question 1 covers the field so to speak and as such your Campaign Committee recommends that members Vote YES to Question 1, as it does not limit the duration of any action amount of action that can be taken within the 30 day period if it is needed.

We also recommend a YES vote for Questions 2, 3 and 4, so Pacific National is aware of the level of support for your Negotiating Committee's position.

It remains the hope of Your Negotiating Committee that Industrial Action will not be required but should it be required, members should not limit their ability to take action.

Ability of Company to Respond:

We are hearing unconfirmed reports that Company representatives (Supervisors / Managers) are quietly inferring when the opportunity arises that should Employees take action then the Company will respond by locking employees out for up to 2 weeks.

The Company is entitled to take action against its employees should it decide to do so, but it cannot lock its employees out until its employees have acted first.

Further whilst Employees through their Union are required to give 3 days' notice before we plan to take any action, the Company is only required to give written notice to bargaining representatives and take all reasonable steps to notify the employees of the action before it retaliates and takes action against its employees, which may include a lock out. Realistically, given the size of PN's workforce, this could be less than 24 hours notice.

Members should plan for such a reaction from the Company and if possible put some money aside to see you through any such lockout should and if it happens.

This information is being advised so Members are fully aware of what may or may not happen and what the Company is entitled to do to its employee's should it decide to take its employees on.

Once and if there is a need to initiate Protected Industrial Action, members should expect to be in it for the long haul, as there is no use commencing industrial action if we are not in it to achieve a satisfactory outcome, and to protect conditions of employment now and into the future.

Members have made it clear that they are not prepared to see long standing and fundamental conditions sold for the sake of a quick deal, knowing that those conditions would be gone forever.

New Members:

It is encouraging to hear that a number of employees, who had not yet signed up to be member's of Your Union have been joining the RTBU over the last month or so, once they had heard and seen what the Company was seeking.

They are making it clear that they to want to support their workmates and join in any Protected Action Campaign which may be required to achieve a satisfactory outcome.

They to understand the importance of unity and dignity at work and by becoming members of the RTBU are showing they are also prepared to stand up for a fair and reasonable wage outcome and the protection of conditions.

Company Wage Offer:

Members are advised that the current PN Wage offer is 10.5% over 3 years and NOT 13% OVER 3.

The 13% over 3 years is linked to members agreeing to the following items as put forward by the Company.

Intermodal Train Crew

** Change to allow for maximum of 4 hours layback on forecast rosters*

** Change to allow lift-up when at rest at a Barracks location without payment (ie – when an employee is at rest at Barracks they can be lifted up outside of the current 2 hour minimum without payment being made, provided that minimum rest periods have been complied with)*

** Provision for Master Rosters to be able to be averaged at up to 40 hours, but no more than 40, which would be combined with the previously discussed options of employees being able to elect not to work above 608 hours*

Intermodal Terminals

** Change to read "Employees Master Roster will average 1 weekend off in every 4"*

** Expand lift up and lay back to all Terminal operations at all locations by removing site and roster make-up limitations*

Bulk Rail

** Barrack detention paid after 12 hours and retain the pattern span. Currently is paid after 11 hours*

** Double rest jobs- Train crew can be rostered to a rest location, take their rest, work a shift at their rest location then take a rest again, then work to their home base. (Bulk advised the RTBU at the meeting on the 7th April that they will withdraw this item).*

** 16 weekly roster cycle*

Coal

** Blank line working for all mainline working excepting BHPB*

** Consistent rostering process across all Coal NSW crewing depots IE 11hour mainline working & 9 Hour local working (shunting, provisioning, fuelling shifts)*

Only Members can decide if they are prepared to agree with the above Conditions and also to Agree to a Wage Outcome of less than 15% over 3 years, and the feedback we have received to date from members and delegates is an overwhelming NO that they are not prepared to agree to the above changes nor agree to anything less than 15% over 3 Years.

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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Protected Action

Have You Received Your Ballot Papers Yet?



Solidarity

If Not You Need to Act Now

If you have not received your ballot papers from the Australian Electoral Commission You need to contact them immediately

Authorised by A.Barden National Secretary Rail Tram and Bus Union

Contact Grant Black @
the AEC, on

02 9779 1030 or
0413 274 772

Remember, Vote Yes to all Four Questions