

Rail, Tram and Bus Union



RTBU – PacNat Member's Union Collective Agreement 2009 *Update Newsflash No 30* 27th April 2010

Update for Administrative, Supervisory, Technical and Professional Staff

Members are advised further to Newsflash 26, the RTBU has continued to attempt progression of Support Staff issues however progress has been limited and it would seem we are now further apart than the RTBU had thought on several issues that we considered had previously been agreed in principle.

Support Staff negotiations are not as advanced as the other Classification / Business Group negotiations and the RTBU has been attempting to progress these negotiations but progress remains frustratingly slow.

Intermodal Terminals Agreement

No correspondence or advice has been received from PN intermodal since Newsflash 26 was issued. We were advised at that time that position descriptions and Hay evaluations for customer service roles were near completion and would be provided to the RTBU the following week. We are still waiting.

Bulk Services Agreement

The RTBU and Bulk Management have corresponded over several issues with Bulk advising their position as of yesterday as follows:

- **Supervisory Roles** – Bulk now wish to exclude any reference to Supervisors from the Agreement
- **Meal Breaks** – PN Bulk are claiming that current meal break allowances are only for train crew and do not apply to support staff. This is not the case; they currently apply to all employees.
- **Day-worker's Overtime** – Current provisions allow for any hours outside 0600 to 1800 Monday to Friday are paid at overtime rates. PN now wish to include the words “By Agreement” to this clause.
- **Home Base provisions** – Although previously agreed PN now have stated they will not agree to reference to outside a home base. The RTBU had sought to include extra provisions for staff when required to travel from their home base for training and conferences etc. Car Parking- PN are now claiming the provision of secure car parking would be a prohibitive

cost at Parramatta office. The current agreement provides for secure car parking at all locations.

- **Shift lengths** – Changing shifts, the current Intermodal agreement (Clause 54.3) has an extra provision to the Bulk agreement regarding changing shifts where current arrangements are in place. PN seek to remove this clause.
- **Salary Packaging for cars** – Previously Agreed subject to PN resources being available to process. PN are still waiting for advice from relevant section.

Coal Agreement

After weeks of waiting for a serious response from Coal Management, after the HR manager returned from leave, the RTBU was provided with a revised document.

The document was a serious disappointment with several items agreed in principle either missing or completely different to what was previously agreed.

As was advised to the HR Manager by the RTBU, from the document provided the parties were not at the same meeting. The RTBU has requested a further meeting to again go through all support issues. Some examples of Coals latest draft document are as follows:

- **Scope** – No provision for supervisors at all. The RTBU had previously requested a provision for a base entitlement of level 2.4 of the agreement for staff outside the scope of the agreement.
- **Inclusion of all Support Workers from Operational services** – Coal have indicated they will only include administrative workers.
- **Day-worker's** - In what can only be described as an all out attack on day-workers, Coal are proposing to remove meal break entitlements, strip all rostering provision entitlements and remove any reference to a 19 day month and have no reference to flexibility arrangements.
- **Rostering provisions** – A number of current provisions removed
- **Home Base provisions** – PN claim there is no need for these provisions as they are in part B. Part B is only for drivers and has no application to Support Staff.
- **On Call Allowance** – The RTBU has endeavoured to include a new provision for an on call allowance in the coal agreement for all Technical and maintenance staff. PN have previously indicated that staff from the assets and infrastructure area and maintenance / operational services area are to be included in this agreement. The RTBU also believes there may already be other employees within Coal, working under on call arrangements.

PN Coal is now claiming there is no one on call and the provision is not required.

All Divisions

On Call Allowances – Could any Support Staff member who currently works an on call arrangement, please advise the RTBU of your position and the location and Group you work for.

This will help resolve issues surrounding PN's claims they have no on call staff.

Any member who knows of such arrangements should also advise the RTBU.

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 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!!

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