

Rail, Tram and Bus Union



RTBU – PacNat Member's Union Collective Agreement 2009 Update *Newsflash No 31* 29th April 2010

Protected Industrial Action Ballot Result's

Members are advised that the AEC conducted the count of the Ballot yesterday and the results are as follows:

Ballots returned.

Bulk 46%

(due to less than 50% return bulk unable to take any protected action)

Coal 61%

Term Op 52%

Intermodal Train Crew 66%

Ops Services 65%

All of the above Ballot's got a majority support for option / question number 1 of around 85%, which was too "*support of a number of ongoing and repeated stoppages, each lasting from between ½ day to 2 days duration, occurring nationally, during the protected industrial action period*".

As a result all groups with the exception of Bulk can participate in protected industrial action as allowed under option/question 1 of the ballot should it be required.

A National Campaign Delegates Hook Up is taking place today to discuss our next steps and the way forward.

Members who did not receive a Ballot Paper need to contact their respective State RTBU Branch to check their membership details and are also advised that their address needs to be the same with PN and the Union.

Business Groups / Classification based Sections

Intermodal Train Crew, Terminal Operations and Support

Further to the above a meeting occurred between Intermodal and the RTBU in an effort to reach an outcome which could be discussed with delegates, although any such outcome would be conditional on the respective Part B \ Classification sections being concluded to the satisfaction of delegates.

Discussions were frank and positive, with the company taking the additional items as advised in Newsflash 28 to get to 13% off the table and made the following offer.

13% over the 3 years from the 1st July 2009 until the 30th June 2012 as follows;

3% from the date of certification backdated till the 1st July 2009, 5% paid from the 1st July 2010 and 5% paid from the 1st July 2011.

In addition to the above a, further 1% in the 2nd year and 1% in the 3rd years for “performance initiatives”, based on the following criteria (*see below*), which would be applied to the base rate of pay for the respective classification. *A detailed document on the performance initiative and how it would work will be sent to the respective delegates for their information and comment.*

Intermodal Train Crew – Fuel reduction of 3% in the 2nd year and 2% in the 3rd year
Terminal Operators – Truck Turn Around and Damage (where it can be shown to be as a result of Employee action).

Admin / Support – Nil, but would fall under either the Terminal Operators or Train Crew payment system depending on their work location (although this is still to be finalised).

As advised in Newsflash No 29, the RTBU is apprehensive about any form of performance related payment scheme, where such a scheme is linked to unachievable targets, matters which are totally outside the control of the employees (such as on time departure and or arrival of trains) and employee attendance where such may lead to employees attending for work sick and or injured just so they can meet their target/s. The proposal as put forward by the Company would seem to exclude these forms of performance criteria.

The above provides for a guarantee of 13% over 3 years with the potential for 15% over 3 years should the performance criteria be met.

The above is to be discussed with delegates before any further discussion takes place with Intermodal on the proposed wage offer.

A meeting to further discuss and draft Part B (Train Crew) is planned for next Monday 3rd May.

A hook up between PN and T/O Delegates is to occur today at 9.30am.

We have now received the Admin / Support documentation from Intermodal and are in the process of arranging a meeting to further discuss and hopefully reach a satisfactory outcome.

Operations Support / Maintainers

The RTBU is seeking a meeting to further progress the outstanding matters regarding Operations Support and it is hoped to arrange a meeting early next week.

Bulk

A meeting between the RTBU and PN Bulk occurred yesterday the 28th April to further discuss and clarify the matters that remain outstanding with their Part B discussions.

A further meeting is planned for the 11th May.

We are yet to arrange another meeting for Admin / Support.

Coal

As this Newsflash is being written meeting/s are being arranged between the RTBU and Coal to progress their Part B / Classification discussions, including Train Crew, Admin / Support and Terminals

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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