

Rail, Tram and Bus Union



RTBU – PacNat Member's Union Collective Agreement 2009 *Update Newsflash No 33* 11th June 2010

Members Update

This Newsflash is to advise members on the status of each Business Group / Classification Negotiations.

OPERATIONAL SERVICES

Pacific National has now indicated it wishes to dissolve the Operational Services agreement and transfer employees to their respective business units as follows.

All OPS Services working in the NSW Coal Business group will move to the Coal Agreement.

ALL OPS Services working in the Bulk Business group will move to Bulk Rail Enterprise Agreement

All OPS Services working for Intermodal Business group will move to a new agreement called "Intermodal Assets Management Agreement"

Intermodal

Train Crew

Following a 6 week wait / delay, we have finally received the 1st draft of Part B from Intermodal, which has been forwarded to the 3 negotiation delegates for checking, prior to sending it out to all Depot Campaign Delegates for checking, along with the Part A.

A meeting has been arranged for the 18th June for the negotiation delegates to meet and go through the Part B wording / clauses, and it is hoped that a meeting can be arranged with PN Intermodal for the following week in an effort to finalise the wording.

Admin Support

The Union met with Intermodal management recently and reached in principle agreement on all outstanding issues. Management indicated they would amalgamate the "Part A, B and C" agreements, correct formatting and include agreed changes to the document and then provide the draft to the RTBU for final proof reading and approval before taking to the members.

Reclassification of the CSC people was discussed with the following agreement reached, PN will provide an individual fact sheet to all affected members indicating their current salary components and where they will transition in the new structure and the salary components of their new position.

Management stated that as part of the wage increase and back pay, the issue of salary maintenance for those current level 10 members who miss out on a level 3 role will no longer be relevant as their salary will be increased to more than their current rate.

The RTBU would like to hear members comment on this and if they believe this is the case.

Terminal Operators

Negotiations have continued to the point where we are waiting for the draft documents from PN, after which they will be sent out to negotiation delegates for checking and proof reading.

Maintainers

In principle agreement has been reached, that current provisions will transferred across. We are waiting to hear back from PN, regarding the proposed performance incentive payment and its application.

Coal

General

Members at Pacific National Coal decided to call off industrial action after a last minute meeting between the RTBU negotiating team and management reached an 'in principle' agreement. Management requested a last minute meeting following member's decision to take industrial action, and Fair Work Australia granted the RTBU an extension of the protected action period on Tuesday 25 May.

The RTBU negotiating team met with Pacific National management in Newcastle on Thursday May 27, in a final attempt to reach agreement in the EA negotiations. The meeting finally reached 'in principle' agreement just hours before planned industrial action was to commence.

Negotiations progressed a number of unresolved issues including concerns around the future establishment of a new depot at Greta, a number of depot specific issues, conditions covering Support employees as well as other clauses that had not been agreed.

At a meeting and telephone hook-up of members following Thursday's negotiations, members reserved their right to take industrial action if the EA negotiation process breaks down. The union and company have agreed to hold depot information sessions for members to discuss and identify any major issues with the draft EA. These will form the basis of additional negotiations if required, before a final draft document is voted on by members

Admin Support

The Coal Agreement negotiations have progressed substantially after members notified Management of their intention to initiate industrial action. A separate explanation of progress has been sent out to coal members.

One issue that members need to be aware of is that PN Coal Management have insisted that the new agreement only apply to support staff that directly report through their hierarchy structure to the NSW General manager Dave Mayo.

This means that if your managers do not report to the NSW Coal General manger, you would not be covered by the new EA.

If you fall within this category or know of anyone in this situation please immediately contact the RTBU.

Terminal Operators

The parties have got to a point where in principle agreement has been reached between the parties, including the provision for a T/O Classification structure that allows T/O's to elect to remain within their structure / stream.

Separate provisions have also been included for T/O specific Rostering Conditions.

Maintainers

In principle agreement has been reached, that current provisions will transferred across. We are waiting to hear back from PN, regarding the proposed performance incentive payment and its application.

Bulk

General

Bulk Products has completed negotiations to arrive at a position where an 'in principle' agreement exists on all but a number of unresolved issues, including Classifications and Averaging Hours of Work.

These outstanding issues will be presented to information sessions of members at depots, and brought back to the negotiating table if there is a strong view expressed by members.

An information tour commenced June 10th at Moss Vale and will continue over the next week, and Delegates have been forward a timetable of the session so as many members are able to attend as possible.

Admin Support

Since the ballot to take protected action failed to get the required number of staff to vote, PN have used this result to stall, delay and attempt to change previously agreed positions for support staff.

Some weeks back Management raised concerns over a couple of minor issues the RTBU had proposed and sought to reduce the current entitlement to secure car parking. The RTBU made some sensible suggestions to Bulk management however until Monday this week had not received any response from them. On Monday the RTBU met with Bulk Management to progress the Drivers part B agreement. At this meeting the issue was raised as to why the RTBU had not had a response from PN.

PN responded they didn't believe what was previously agreed was what members wanted and would redraft their document to reflect what they believed their employees wanted. The RTBU

does not accept this position and is seeking a further meeting to discuss support issues. The RTBU advises all members if approached by management to discuss the EA to refer them to the RTBU.

Terminal Operators

The parties have got to a point where in principle agreement has been reached between the parties; including the process for current T/O's to be merged into the new proposed Structure without any loss of entitlements. The structure also allows existing T/O's remain should they elect to as Terminal Operators within the structure.

Separate provisions have also been included for T/O specific Rostering Conditions.

Maintainers

In principle agreement has been reached, that current provisions will transferred across. We are waiting to hear back from PN, regarding the proposed performance incentive payment and its application.

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-nsw.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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