

Rail, Tram and Bus Union



RTBU – PacNat Intermodal Member's Union Collective Agreement 2009 *Update Newsflash No3* 26th March 2009

RTBU advises Pacific National of Common Clauses.

Members are advised that we have recently advised PN of what the RTBU proposes as Common Clauses for inclusion in soon to be negotiated Collective Agreements.

The below clauses are those which the RTBU views as Common across all Agreements, although a number of these have specific Business Group / Classification differences.

Those clauses which have been identified as containing such differences are identified with an *.

The specific differences do not alter the general commonality of the clauses identified and are as a direct result of Business Group / Classification specific Rostering Conditions / Work Practices.

It is the intention of the RTBU that unless changes are negotiated / agreed by the parties the below clauses will be transferred from the respective existing Agreement/s and included within the negotiated replacement Agreement/s as currently written.

We propose that negotiations on these clauses shall be done on a National / Company wide basis, and not be as part of Specific Business Group / Classification negotiations, which are to focus on Rostering Conditions / Work Practices specific to that Business Group / Classification.

The RTBU through its delegates have identified a number of wording changes and or clarifications which we will be seeking to a number of the below clause, although we do not see any fundamental changes.

Where during negotiations we identify additional items which the Company may put forward for negotiation across Business Groups then we would be seeking to add those (should agreement be reached) to the Common Clause section of the Agreements.

We have advised PN that we are prepared to meet to discuss the below should they require clarification on any of the matters raised in the correspondence.

Section 1 –Common Clauses

- 1. Objectives**
- 2. Title**
- 3. Parties**
- 4. Scope**
- 5. Transmission of Business**
- 6. Glossary of Terms ***
- 7. Duration**
- 8. Relationships with other Awards and Agreements***
- 9. No Extra Claims**
- 10. Health and Safety**
- 11. Contract of Employment**
- 12. Recruitment, Selection and Induction**
- 13. Probationary Employment**
- 14. Career Paths and Classifications***
- 15. Classification, Descriptors and Pay Levels***
- 16. Hours of Work***
- 17. General Rostering Provisions***
- 18. Meal Breaks / Rest Breaks***
- 19. Remuneration***
- 20. Stand Down**
- 21. Salary Sacrifice**
- 22. Superannuation**
- 23. Uniforms, Protective Clothing and Equipment**
- 24. Disciplinary Measures**
- 25. Termination of Employment**
- 26. Abandonment of Employment**
- 27. Redundancy**
- 28. Consultation**
- 29. Dispute Procedures – (including – Notification of Dispute or grievance form)**
- 30. Representatives**
- 31. Home Base and Sign-On / Sign-Off***
- 32. Transfer of Existing Employees**
- 33. Temporary Transfer**
- 34. Health Assessments**
- 35. Salary Maintenance**
- 36. Leave**

- Annual Leave
- *Public Holidays**
- *Long Service Leave*
- *Personal / Carers Leave**
- *Unpaid Carer's Leave*
- *Trauma Leave*
- *Compassionate Leave*
- *Parental Leave*
- Leave without Pay
- Jury Service
- Military Duties and Community Services
- Special Leave
- Picnic Day – Former FreightCorp Employees Only

Additional Train Crew Common Clauses

- 1. Classification, Descriptors and Pay Levels**
- 2. Remote Control**
- 3. Driver Only**
- 4. Training & Development Bonds (RTBU will be seeking to remove from Agreements)**

Attachments

- 1. Transition through Trainee Locomotive Driver Program**
- 2. Relevant Awards**
- 3. Driver Only Operations**
- 4. Relay Working Conditions**

Rostering Guidelines

Rostering Guidelines shall be negotiated on a Business Group by Business Group basis, unless specific Common Clauses / Conditions are currently provided, when these will be negotiated on a National / Company wide basis.

Additional Newsflashes will be issued as developments occur, and that at the time of writing, no further meetings with the Company had been arranged.

Also it is important that we continue to get information about what the Company is 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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