

Rail, Tram and Bus Union



RTBU – PacNat Member's Union Collective Agreement 2009

Update *Newsflash* No 13

9th October 2009

EBA Update and Latest News

We received the long awaited latest Draft “Part A” from Pacific National late Sunday, which was distributed to YOUR “Part A” Negotiation Team for their review and comment, prior to our 2 days of meetings as planned for this week.

1. On Wednesday 7th

Delegates met and went through each clause in the new “Draft Part A” and identified those that were agreed in principle and those where we were still apart. Whilst the majority were agreed in principle, those which remained outstanding and not agreed from the PN Draft were as follows:

- **Annual Leave**

PN were seeking to take away members current entitlements to claim a Day in Lieu and were also seeking to insert the provision that “*all annual leave will be deducted at the actual rostered hours for the employee concerned*”.

- **Public Holiday**

PN were seeking to take away members current entitlements to claim a Day of in Lieu.

- **Personal Leave (Sick Leave)**

PN were seeking to insert the requirement where by “*PN may require the production of a doctors certificate where such leave is taken the day before or after a Public Holiday*” this not being a current requirement.

- **Salary Maintenance**

PN was seeking to limit Salary Maintenance to a period of no more than 12 months, thus removing the current entitlement for the majority of members of indefinite Salary Maintenance, subject to those conditions as provided for in your current EBA.

- **Consultation and Change and Resolution of Disputes**

There remained a number of minor differences between the parties regarding the Consultation and Change Clause, with the Resolution of Disputes Clause being agreed to in Principle, subject to the final wording in the Consultation and Change clause.

2. National Delegates Phone Hook Up

A National Delegates hook up was held on Wednesday 7th to brief all delegates on the status of negotiations and the above outstanding matters/ issues.

3. On Thursday 8th

Delegates met with PN Representatives to go through the document and discuss the outstanding matters as identified above. YOUR negotiating committee remained committed to continue to negotiate “Part A” in good faith, but would not hesitate to seek membership endorsement for protected action should it have been necessary, with this being overwhelmingly the view expressed by Delegates on the National Hook Up.

At the conclusion of negotiations on the 8th, it would seem that the parties have reached common ground on all the above matters. PN have committed to provide the RTBU with another Draft “Part A” soon which will be checked by YOUR Negotiating Committee prior to formal in principle agreement being given on “Part A”.

As soon as YOUR Negotiating Committee has reviewed the next Draft, and ticked off the wording in all Clauses, a detailed Newsflash will be issued giving a brief overview of each “Part A” clause.

Another National Delegates Hook Up will be held to brief Delegates following the review should in principle agreement be reached.

4. Classification Structures

PN have provided the RTBU with a copy of the proposed Salaried / Admin Classification Structure for both Coal and Bulk (*both being different*), which provide major and unacceptable changes to the current Classification Structure. They also indicated that Intermodal are seeking their Admin classification structure to go in part “B” As with all Classifications the RTBU is seeking a single Classification Structure for Salaried / Admin members.

The RTBU previously advised PN that all Support Staff Provisions are to be contained in a separate section (Part “C”) of the agreement and will be the same across all agreements. This position has not changed.

YOUR Negotiating Committee have also advised PN that we are seeking to have all Classification Structures included as part of the “Part A” document, and that they be negotiated in a similar manner as the “Part A” document and not by separate Business Group negotiations.

These Classification Structure negotiations would take place concurrently with “Part B” negotiations.

Once we have reviewed the next Draft “Part A”, we have advised PN that we will attach our proposed Classification Structures to the document and forward it back to them.

Below are some examples of the issues PN are seeking for Support Staff;

- Sign on’s away from home base with no restriction on distance and no compensation for travel under one Hundred Kilometres
- Coal – Removal of all positions from Your EBA for all employees other than Operation Coordination Roles
- Coal – Removal of paid meal breaks for day workers
- Coal – A new Home Base at Greta
- Removal of all Level Three (Seasoned Specialist) positions
- Removal of any means of position level evaluation
- Removal of several provisions for day workers

5. DOO and Relay Attachments

PN are seeking to alter the current conditions as provided for in the current DOO and Relay Attachments. These documents have been forwarded to those Depots who perform Relay for their comment, as negotiations on these attachments should it be needed will take place as part of the “Part B” Business Group negotiations. This is also subject to in principle agreement being reached on “Part A”.

6. RTBU Wage Claim

YOUR Negotiating Committee advised PN of our formal wage claim at Thursdays meeting, this being 5% per year for 3 years, with this to be subject to the outcome of “Part B” negotiations and the final negotiated package.

Should PN seek changes to current working conditions / entitlements via the “Part B” process then we have left the option open to increase our claim.

As with Classification Structures, YOUR Negotiating Committee have also advised PN that we are seeking to have our wage claim included as part of the “Part A” document, and not negotiated individually by separate Business Groups.

What About the Employee’s?

Many members continue to raise recent media reports with me and their Delegates regarding the massive remuneration entitlements and benefits of those holding Senior Positions within Asciano and Pacific National.

As stated in Newsflash 12, All members believe in a fair go and, given these same people are the ones who will have control over your EBA increases; we expect that they will extend their thoughts to their employees who have been at the pointy end of the constant upheaval, reforms and cut backs which have been a part of Asciano / PN for some time.

Whilst all this has been happening members / employees have remained committed to their jobs and continued to perform their jobs with the utmost professionalism and expect their efforts to be rewarded by more than a letter saying thanks for the effort.

Asciano / Pacific National would not have survived the constant upheaval during the past 12 months were it not for the dedication and commitment shown by their workforce.

This can only continue for so long and employees deserve recognition of this during the EBA process.

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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