



## Fair Work Mediation Report / Update

Further to Newsflash 46, due to Fair Work availability issues the mediation meeting did not take place until late yesterday afternoon. The parties reported progress back to Senior Deputy President Harrison and worked through a couple of small differences of opinion in relation to final agreement on the policy matters.

We can report that in principle agreement has now been reached on these matters resulting in a fairer and balanced outcome which is what we have always been seeking to include:

- A commitment to progress the introduction of swab testing for drug and alcohol impairment and the phasing out of invasive urine testing,
- A fairer disciplinary procedure that includes the requirement for warnings not to be used for any purpose beyond 12 months where there has been no further disciplinary action.
- A new employee Representative committee that will oversee and consult any new or problem issue,
- Guidelines for communication monitoring and for the establishment of an agreed policy, and
- A more detailed Health and safety and Fatigue Management Clause.

In principle Agreement has also been reached for the inclusion of clauses relating to:

- The development of an Annualised wage during the life of the Agreement, with both Conciliation and Arbitration in FWA being available should the parties not be able to reach agreement in the first 12 months following certification. This will include the variation of the agreement to allow implementation during the life of the agreement.
- A consultation process and should it be required Arbitration by FWA in relation to any roster change for the Live Run Rosters.

In regards to wages the RTBU has again made it very clear that any offer needs to be in excess of the December offer already rejected by members / employees. The RTBU again made clear that any offer would be subject to member approval and the parties agreed to meet with Fair Work again next Monday at 12noon in an effort to reach agreement on a wage outcome to take to members as part of a final package.

Members are asked to be patient as definite progress is being made and while ever productive talks continue it is within member's interests that these be allowed to progress. Industrial action is a last resort but remains an option should the parties not be able to reach agreement next week.

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# Negotiation Not *Intimidation*