



DEPOT MEETINGS COMPLETED

Members further to Newsflash 48 depot meeting's have been held over the past week and have now concluded. After explanations were given members have endorsed proceeding to a vote on the proposal, but only after drafting has been completed and closely examined by the negotiating committee.

For members that were unable to attend and would like to be briefed on the proposal please contact your local delegate or organiser who will be able to supply a copy of the hand out given at the meetings.

A brief outline of what has been agreed or changed overall is attached.

From here PN have redrafted their changes and over the next couple of weeks the parties will be reviewing the complete document to ensure that drafting reflects what has actually been agreed.

As many members pointed out at the meetings we all know from past experience how things can be omitted or errors made, and your negotiating committee will not be rushing the review and final drafting of the document. Once final agreement is reached, we will be asking PN to supply all employees with an individual copy of the agreement and then we have proposed you will have 14 days to consider the agreement. After this, joint company and Union meetings will be scheduled where members will hear from each side and then consider the offer and cast their secret ballot.

Members will be further advised as this process is progressed.

Authorised by Robert Hayden

Locomotive Divisional Secretary NSW Branch

Brief Outline of Agreed Changes

Clause	Comment
Parties	No or minimal change
Scope	No or minimal change
Term	4 Years with and effective date from 1 st April 2013 to 31 st March 2017.
Relationship to Award and National Employment Standards (NES)	New clause - PN clause that references the National Employment Standards
Glossary of terms	Currently being reviewed to reflect Agreed clauses
Contract of Employment	No or minimal change
Probationary Employment	No or minimal change
Recruitment Selection and Induction	No or minimal change
Hours of Work	Clause has been re written to better reflect actual
Higher Duties	Now includes reference to acting for extended period and defines APM requirement.
Stand Down	Improved clarification
Superannuation and Salary Sacrifice	New provision no disadvantage while on workers comp
Discipline	Fairer process with provision to not use warnings after 12 months and limit suspension time while investigations take place.
Termination of Employment	No or minimal change
Abandonment of Employment	No or minimal change
Redundancy	No or minimal change
Annual Leave	Small change to have the ability to accumulate up to 1.5 years leave entitlement.
Public Holidays	New format that includes a table to define entitlements. DIL'S may now be cleared with Annual leave, hours versus shift issue corrected, For train crew DIL's will now be credited to the duty cycle
Long Service Leave	PN will now advise within two weeks of making an application for LSL. New provision to clear LSL at half rate in certain circumstances related to family and illness..

Personal Carers leave	New provision for employees not to be disadvantaged when waiting for a PN initiated medical examination
Unpaid carers Leave	No or minimal change
Trauma Leave	No or minimal change
Compassionate Leave	No or minimal change
Parental Leave	No or minimal change
Leave Without Pay	No or minimal change
Jury Service	No or minimal change
Special Leave	No or minimal change
Consultation and change	New provision regarding process for support staff when a restructure has been implemented by PN
Resolution of Disputes	Changes to position titles. Any dispute notice is now to be responded to in writing at the initial lodgement.
Transfer of Existing Employees	Only change is regarding Freightcorp Drivers Coal Bonus. Now anyone on this bonus shall retain their bonus if they transfer to a different depot covered by this ea.
Temporary Transfer to another Home Base	Minimal change - rates increased
Employee Travel	An enhanced clause that now covers “Operational Relief Work Arrangements” (for a single day) “Training and Conference Attendance Arrangements” “Provisions not Covered in the Agreement” Existing or new allowances have been included to cover these situations.
Home base and Sign on Sign off Provisions	Clause has been amalgamated from classification specific clauses and will now sit in Part A. Home base may have sign-on locations within 10km’s radius. No payment for travel between home base and sign-on point. Work cover code of practice “Managing the Work Environment and Facilities” has been inserted into the agreement regarding facility standards.
Salary Maintenance	No or minimal change
Uniforms	No or minimal change
Representatives	No or minimal change

Workplace Relations Training	No or minimal change
Individual Flexibility Arrangement	No or minimal change
Health and Safety Representation	New provision has been added to cover fatigue issues. Also a provision for delegates to meet and progress safety issues
Medical Assessments	Clarification with an example and an increase to the meal allowance.
Payment of Wages	No Change
Wage Increase	<ul style="list-style-type: none"> • 4% pay increase from 1st January 2013 • \$2000 bonus payable upon certification • 4% pay increase 1st April 2014 • \$1100 Bonus payable April 2014 • 4% pay increase dated 1st April 2015 • \$1100 Bonus payable April 2015 • 4% pay increase dated 1st April 2016 • \$1100 Bonus payable April 2016 <p>2% pay increase dated March 2017 if no new agreement reached by that date.</p>
Annualised Aggregated wage	A new provision for a joint committee to review all aspects of combining base wage, Aggregate allowance, and shift penalties with anticipation of combining the three into an annual wage. The process will be reported to Fair Work Commission and if no agreement can be reached it will be arbitrated by Fair Work. Costing's are to be overall cost neutral
Internal transfer of Work	No Change
Picnic Day	No Change
Travel Pass	No Change
Alcohol and Drugs	New clause that provides for a committee with a set timetable to review policy and provide for the abolition of urine testing and introduction of swab testing for drugs.
Communication Monitoring	New provision to protect employees from unfair practice and provides for consultation in introducing policy on this issue.
Driving Company Vehicles	New clause to focus on safe driving
Roster Committees	New Clause to clarify how committees work
Part B - Scope	No or minimal change
Classifications Principles	No or minimal change
Recognition of Current Competency	No or minimal change

Train Crew Classification Structure	Some tidying up of stream and progression. A new level for Driver Trainer (Level 9)
Terminal Operator Classification Structure	No Change
Training	Changes to reflect current arrangements and some tidying up.
Management of hours of Work	No or minimal change
Remuneration	See wage Claim
Rostering Principles (Train Crew)	<p>Leave Relief Lines - New PN clause. A new provision to enhance leave clearance</p> <p>Roster Changes - Working Roster - Changes to allowance when a shift is cancelled</p> <p>Rostered Days Off (RDO's) (Train Crew) For blank line working where shift lengths are rostered up to 11 hours, there will be no sign on after 1200 on the day prior to the RDO. For blank line working where shift lengths are up to 9 hours, there will be no sign on after 1400 on the day prior to the RDO. If an RDO is infringed between the hours of 00:00 and 01:59 an additional stand alone payment of 2 hours at the rate of 1.7 of the Employee's hourly base pay rate will be made for infringing the RDO.</p> <p>Weekends off duty For blank line working where shift lengths are up to 11 hours, there will be no sign on after 0800 on the day prior to the weekend off duty. For blank line working where shift lengths are up to 9 hours, there will be no sign on after 1000 on the day prior to the weekend off duty. If the weekend off duty is infringed between the hours of 20:00 and 21:59 an additional stand alone payment of 2 hours at rate of 1.7 of the Employees hourly base pay rate will be made for infringing the RDO. If the first RDO of the weekend is infringed by 2 hours or more an Employee shall be able to nominate one substitute RDO</p> <p>Weekends off Duty 1 in 3 off</p>
Meal Breaks	Change for Main Line Drivers - Break to be taken after the third hour and before the completion of the sixth hour (e.g; to start before 5.30 hours on duty)
Shift Lengths (Train Crew)	When rostered 9 hours or under six hours minimum shift credit, up to 11 = 8 hours minimum payment. Some descriptors moved to Depot Specific.
Interval between Shifts (Train Crew)	No or minimal change

Mandatory rest Period (Train Crew)	No or minimal change
Confirming Next Turn of Duty (Train Crew)	Minimal change
Lay Back (Train Crew)	No or minimal change
Barracks Working / resting Away (Train Crew)	Minimal change
Commencing and Returning from Leave (Train Crew)	New provision to cover safety when returning from leave.
Wake Up call (Train Crew)	No or minimal change
Depot Specific Rostering Requirements (Train Crew)	
Terminal Operators Rostering Principles	No or minimal change
DOO Appendix	No Change
Scope Part C	
Classifications and Pay Levels	New provision re restructures and direct appointments - To go in Consultation Clause.
Support Classification Structure	Minimal Change
Management of Hours of Work	No Change
Remuneration	See wage Claim
Rostering Guideleines	No Change
Shift Lengths	No Change
Interval Between Shifts	No Change
Working Rostering Changes	No Change
Additional Provisions – Live Run Rosters	New provision to protect affected employees from forced roster change. Provision provides for a 12 month no change period and a committee to review the roster. If no agreement is reached by 31 st March 2013 then matter will be arbitrated by the Fair Work Commission. This provision will ensure a fair and proper process that will prevent PN from forcing through unreasonable changes.
Meal Break	No Change
Scope – Part D	No Change

Classification Principles	Correction from last EA
Recognition of Current Competency	Correction from last EA
Classification Progression	Additions re Greta
Maintainer Classification Structure	New provisions to cover Greta Maintainers.
Hours of Work	Correct omissions (errors) from last agreement.
Meal Breaks/ Rest Breaks	Increase in rate
Remuneration	See wage Claim
General Rostering Provisions	Correct omissions (errors) from last agreement.
Roster Consultation Roster Development Shift lengths Intervals Between Shifts Working Roster Changes Maximum Hours of Duty Roster Suspension	Correct omissions (errors) from last agreement. Minimum shift increased to six hours.
Call Out – Service Restoration	Increase to six hours minimum call out at OT rates
On Call Provisions	Rates Increase as follows 12 Hour Night period only 1800 to 0600 - \$70.00 24 hour period - \$90.00 24 hour Public Holiday coverage - \$140.
Maintainers – rostering Guidelines	Correct omissions (errors) from last agreement.
Maintainers Competency Table	Correct omissions (errors) from last agreement.
Maintainer Classification Levels	New provisions to cover Greta
Attachments	
Annual Base Rates	Rates to be shown in a separate table. Table to include all increase amounts through out life of the agreement.