

pn nsw coal ea 2012

members' information newsletter



Negotiation Update.

We have had some positive outcomes over the past couple of weeks in relation to agreement on some key areas however we still have a way to go. The following Clauses were agreed in Principle. A brief explanation of changes is listed.

- Parties – Status Quo
- Contract of Employment – Status Quo
- Picnic days – Status Quo
- Resolution of disputes – Small changes to who handles disputes
- Returning from leave – Additional time to review safety material when returning from over four weeks leave
- Higher grade – Clarity on APM entitlements
- Personal carers' leave – current + no disadvantage while waiting on PN Doctors after returning from long term illness.
- Medical assessments – fixes to current costing responsibilities
- Coal Bonus – for those who currently receive it only – Ability to transfer to another depot and keep the bonus.
- Public holidays – Fixes to current problems with some gains with DIL arrangements – still an outstanding issue re APM payments
- Temporary transfer – Small changes – updated rates and how they increase and restricted use of Barracks accommodation.
- Employee travel – New provisions for short-term operational relief work, seminars and training arrangements.

Other negotiations surrounded;

- **Meal Breaks** – After much consideration the parties have agreed to place meal Break clauses back in the classification specific sections as there are specific differences in the application of. Currently the parties are apart on application as applies to train crew. The RTBU have asked for the provision to be included in the train timetable.
- **Home base sign on/off provisions** – Outstanding issue is RTBU is seeking some form of commitment in relation to the use of temporary style buildings (Tin Sheds). We have all seen at Carrington and Kooragang, and PN confirmed that they intend to use them at Greta by way of taking over the current contractor building. The RTBU pointed out that by doing this, it clearly shows that when it comes to budgeting arrangements, the workers needs are last on the list. The administration building that was to be built at Greta, got the chop when the project cost blew out. In all the glossy newsletters and media there is no pictures of the tin sheds intended for employees, and we don't see the Hierarchy using them – They are all perched up nice and comfy in their luxury digs! Management stated that this is not an issue for employees as it was not mentioned at any employee briefings.

Your EA Negotiating Team

Allan Nutley
Wayne Pallant
Greg Brooking
Dale Walsham
Greg Cameron
Bob Hayden
Steve Wright
John Curley

Proposed Meetings

DATE	VENUE
14 th & 15 th August	Newcastle

Are Your Details Up To Date
Members are reminded that it is vitally important that your mailing address, phone numbers & email address are up to date – Contact: Steve Wright at

swright@rtbu-nsw.asn.au or
phone: 0418 699 642 to
ensure everything is correct

Do you want to receive updates sent directly to you? Email your personal email address (no work addresses) to:

swright@rtbu-nsw.asn.au

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Train Crew Items

- Classification structure – PN have offered a small increase for the Driver Trainer level however the RTBU do not believe the offer is adequate due to other position equivalent type roles being compensated more and the fact that similar roles in other companies attract higher wages.
- Shift lengths – PN are still pushing for standard shift lengths and doing away with 9hr Local, Relief, Shed Shunting and Provisioning shifts also the 9hrs unload shift at Antiene. The RTBU are still fighting to remain these shifts.
- Management of hours of work – The RTBU are still pushing double time for overtime. PN state that this is an increase of \$1 million on their wages bill.
- Annualised salaries – RTBU have tabled a proposal for an all up salary for train crew, and PN continue to argue that will be a massive increase to the wages bill. The RTBU have stated that there are some negotiations to be had around the proposal however PN seem that they are not interested at all.

Maintainers -

The RTBU tabled its proposal for Maintainers. This mainly being to fix up the format and items that were not included in the last agreement and to include provisions for the Greta Maintenance Facility. Our proposal includes for a new position titled “Greta Maintainer” this position being able to carry out the functions of a core maintainer, some additional maintenance skills plus moving provisioning and washing locomotives. We have proposed a base pay level equivalent to the top level maintainer role a rate that we feel is fairer for the tasks to be performed than what PN have offered.

Support Scope Issue –

The RTBU met with the GM and HR manager a couple of times to progress the scope issue. The parties did agree that the current classification structure is not written clearly and needs to be modernised to some extent. Being mindful of the timeframe to reach agreement, the parties agreed that it would be near impossible to come to some form of acceptable arrangement in the short term. A commitment was given to keep the current scope arrangements and that the parties would continue discussion during the term of the next EA to re write the classification structure for the support group. In the interim the RTBU would provide an update to the current clause to modernise it but not change the intent. It was also acknowledged that this decision would not fix the issue of supervisor coverage. Since that meeting PN advertised several Supervisory roles including some covered by the EA in a restructure move that would see all terminal and train crew supervisors having to reapply for what is essentially their current job with a new name “Operations Supervisor” and all roles being forced outside the Enterprise agreement. Subsequently the RTBU advised PN it wished to include all Supervisory Roles in the EA and provided two proposals for PN to consider. Discussions are continuing in an attempt to reach a mutual agreement on this matter.

Policy Issues –

Further negotiations around the items that are outstanding (Policy items) are still continuing and a meeting will be held Friday 3rd August 2012, with high level management & Officers of the RTBU to hopefully progress these matters.



As we continue to negotiate we will keep all informed of our progress and if anyone is not receiving this newsletter via email please supply email address to swright@rtbu-nsw.asn.au for inclusion.

Any questions please do not hesitate to contact your local delegate, or any of the negotiation team or the union organiser for your area.