

RTBU PN BULK UPDATE

You're EA Negotiation Team

Mark Supple
Jimmy Ukmar
Brendan Lemay
Gary Teasel
John Curley
Bob Hayden
Kevin Pryor

Scheduled Meetings

Wednesday 1st May
2013

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 your Depot Organiser to ensure everything is correct



Where the EA Negotiations are up to?

Members are advised of the following update on the PN Bulk - Rail Agreement.

As many members have pointed out, and from past experience how things can be omitted or errors made to your EA, your negotiating committee will be reviewing the final drafting of the document. A meeting will take place on the 1st May 2013 in an effort finalise the EA. Should in principle agreement be reached, we will be asking PN to supply all employees with an individual copy of the agreement and then we have proposed members 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. The tour Dates will be finalised shortly. At this stage the secret ballot will be conducted on the day of the tour, with an absentee voting process put in place for those that can't make the meetings.

An outline of all changes is as follows;

Clause	Part A
1	Title – Pacific National Bulk Rail Enterprise Agreement 2012
2	Parties – No Change
3	Scope – No Change
4	Term – The EA will run from certification to 31 st March 2017
5	Glossary – N/R, TBA, Self Drive & Terminal Locations included
6	Contract of Employment – Part Time Employees won't receive excess hours until they reach 228hrs Duty Cycle
7	Probationary Period – 3 months but can be extended to 6 months
8	Recruitment, Selection & Induction – No Change
9	Hours of Work – 6 Week Duty Cycle and ability to refuse hours in excess of 228 when 72hrs is provided
10	Higher Duties – If acting in Higher Duties role for whole of Duty Cycle then all excess hours will be paid at the higher rate – if worked at the higher rate for greater than 4 weeks, then annual leave will be paid at the higher rate

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Authorised by Bob Hayden – RTBU Locomotive Divisional Secretary

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11	Stand Down – Improved Clarification
12	Superannuation & Salary Sacrifice – Super on Workers Comp
13	Disciplinary Procedures – No Change
14	Termination of Employment – No Change
15	Abandonment of Employment – No Change
16	Redundancy – Relocation expenses have increased to a maximum of \$34,000
17	Annual Leave – Train Crew from Saturday to Friday (this ensures that when taking 1 weeks leave that a full weekend is included), Blank line to be rostered off before 2000hrs & Forecast to be rostered off before 2200hrs, but both are expected to complete assigned tasks up till 2400hrs only for late running services. When Train Crew takes more than 4 weeks A/L, they are entitled to have 30 minutes on first resumption to catch up on corro, etc. Train Crew when taking less than 2 weeks A/L will be deducted at 7.6hrs for each working day.
18	Public Holidays – No change
19	Long Service Leave – No Change
20	Personal / Carer's leave – Medical certificate or stat dec when exceeds 3 working days, on P/H when required to work, taken before or after RDO, P/H, A/L or LSL and for each instance after 6 casuals – advise of return to work before 1100hrs – if advised between 1100 & 1600hrs then no certificate required for the following day if there is no work.
21	Un Paid Carers Leave – No change
22	Trauma Leave – No Change
23	Compassionate Leave – inclusion of Step Father
24	Parental Leave – No Change
25	Leave Without Pay – No Change
26	Jury Service – Employee to retain payment made by the Court
27	Special Leave – No Change
28	Defence Leave – New Clause with requirements of the Act
29	Consultation & Change – No Change

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30	Resolution of Disputes – No change
31	Transfer of Existing Employees – No Change
32	Temporary Transfer – Expenses have increased to \$178.91
33	Salary Maintenance – No change
34	Use of Employee's Motor Vehicle – No change
35	Uniforms – No change
36	Representatives – No change
37	Workplace Relations Training – 1000hrs just for PN Bulk
38	Individual Flexibility Agreement – No change
39	Health & Safety – No Change
40	Medical Assessments – PN to pay for ECG & Stress Testing. PN to pay for first initial Sleep Apnea test & while waiting for this test you will be Fit for Duty Subject for Review. If a referral test is required, PN will reimburse the employee if there is no Underlying Condition. Employee may bring along a letter if they have any Underlying Conditions to assist in a Determination. Medicals to be done in own time – 2hrs for Blood Test & 4hrs for a medical standalone payment. Medical Locations close to Home Depots & at some locations a provision to claim for motor expenses.
41	Payment of Wages – No change
42	Internal Transfer of Work – No Change
43	Picnic Day – No Change
44	Travel Passes – No Change
45	PIP – ability to earn a 1% bonus on 1976hrs if target is meet for each year of the EA – PN Included clause not part of negotiations.

Part B

1	Contract of Employment – Inclusion of "Flying Crews" – 5% max of NSW train crew - \$7500 allowance – PN to move Flying Crew with 1 weeks notice – when at home depot they can only be used to cover all leave, training, workers comp, special duties & employees on loan.
2	Classifications & Pay Levels – New Classification Structure for Train Crew and a new Classification Structure for T/O's

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3	Hours of Work – 6 week Duty Cycle. 1.8 For excess hours. If an employee is over hours, PN will provide as much notice as possible to group N/R's, is then up to the employee if contacted if they want to work.
4	Remuneration – Back Pay of 4% to 1 st July 2012 on Earnings – 4% for each year starting from the 1 st April 2013. Spam has 8.44 for calculation when on Blankline.
5	Home Base Sign On – No change
6	Rostering Guidelines – Blankline will have time zones returning from RDO's, 0600-1500 & 1500 to 2359 but can also be N/R – Golden Weekends – Blankline from 2000hrs Friday, but must work late running services up to 2400hrs with a 0.8 allowance & Forecast from 2200hrs Friday. Forecast Working -9 days notice for holiday relief lines –working rosters must be posted 9 days in advance
7	RDO's – a minimum of 104 for Forecast and a min of 130 for Blankline – RDO's are from 0001 hrs to 0600hrs the following day + 24hrs for each additional day - if agreed to during the development of a master roster this can be altered but must still have 30hrs off.
8	Roster Changes – for forecast rosters a working roster must be provided at least 9 days in advance – Blankline will be given at least 20hrs notice
9	Shifts Lengths – Depot Shift of 10hrs included. Maximum of 12hrs to be rostered home pass that is not a PN Depot
10	Meal Breaks – No Change
11	Interval Between Shifts – From 1 st January 2014, all home base intervals will be for 12hrs. At Rest a minimum of 8hrs or 10hrs if the previous shift worked was greater than 11hrs. Exception, a few locations still have 7hrs between rests, but a majority went to 8.
12	Mandatory Rest Period – No Change

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13	Confirming Next Turn of Duty – If an Employee has been advised that they are not qualified for, they must advise rostering staff and be given another job. Where an Employee signs off before the morning advice period and there is no advice, the Employee will fall into the afternoon advice period. Train Crews will receive wake up calls for all running jobs between the hours of 2000 to 0800hrs. If not called (cancelled job), the employee will be an N/R and will fall into the next advice period.
14	Lift up & Lay back – No Change
15	Resting Away – No Change
16	Roster Suspension – No Change
17	Available Days – New Clause. Blankline Only. An Available Day will be allocated only to the newly allocated extra RDO's and will consist of 4 in every 10 lines. They are only to be used for short term sickness. Time Zones will be allocated to these days. 2hrs credit if not called in after 1200hrs. If worked an Available Day, the hours worked will go towards a bank and can be used within that year plus the next calendar year. If not taken then they will be paid out. Available days can't infringe on any RDO or Golden Weekend protection. If an employee is required to work a Barracks job and the sign on is before 0600hrs the following day, the return shift will be paid standalone 1.8
18	Rostering Guidelines for Terminal Operators – No Change

Part C

There is basically no change for all of part C

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