



RTBU

RAIL, TRAM & BUS UNION AUSTRALIA

PN MEMBERS' EA NEWSFLASH NO.4

As members know, the negotiating teams representing Bulk, Coal, Intermodal and Asset Management have been meeting regularly with management since January and all negotiating teams are some way from a negotiated outcome.

Whilst there still remains a number of outstanding Part A Claims, the two broad issues that remain unresolved in terms of Part A matters are clauses on the following 5 matters and the Scope Clause in the Coal Agreement.

5 Clauses

An important part of the RTBU's EA campaign for each negotiating team is to have 5 important clauses covering the following matters put into each of the Agreements. These are:

- Drug and Alcohol
- Fatigue Management
- Health and Safety Representation
- Discipline
- Communication Monitoring

From the beginning, however, the Company has stated that they will refuse to include clauses about these matters within the EA's other than what is currently included. Instead they believe these are matters better dealt with in Company policy.

This position is unacceptable to the RTBU. Policy can be changed at any time by the Company, with minimal consultation with members, whereas the Company is bound to comply with whatever is in the EA.

It was agreed that because each of the negotiating groups was making no ground on these issues that they would be escalated to a higher level (senior

management and senior RTBU officials) whilst remaining part of the bargaining process. Senior RTBU officials have met once with the General Managers of Intermodal, Bulk and Asset Management and twice with the General Manager of Coal.

Whilst there is a general understanding by the Company on why the RTBU would be seeking to have such clause within the EA's, what is not agreed is where these matters should sit; in the EA (RTBU) or policy (Company).

Scope

From the beginning the RTBU has sought to have all administrative staff included in the Scope of the Coal Agreement. Out of discussions during the Coal negotiations, the Coal Division management are now seeking to have a range of new and current roles that they see as "professional" type roles taken out of the Scope of the Agreement.

This is not acceptable to the RTBU and **it has been agreed to hold further discussions on the roles that, in our view, should be protected by the Enterprise Agreement.**

If you have any questions about these matters, please get in contact with the National Office.

Allan Barden and Bob Hayden