



**RTBU**  
RAIL, TRAM & BUS UNION AUSTRALIA

# PN MEMBERS' EA INTERMODAL UPDATE NO.21

## Your Union is continuing to work with you for a fair and reasonable EA outcome.

Your Negotiating Team met with the company on Friday 8 March to discuss if any movement could be made on the outstanding matters of wages and changes to the DOO clause.

We made some progress. The company agreed to take the Driver Only changes off the table, but continued to offer a wage outcome of 4% per year, with an additional one off \$1000 cash bonus. They also proposed to increase the term of the agreement to 4 years.

Your Negotiating Team felt that given;

1. The offsets already agreed to (see the below table), this was not enough movement from the company.
2. The recently announced Asciano increase in profit of 74% from the previous half yearly results

We made a counter proposal of a wage increase of 4%, 4%, 4%, 4% but with a cash bonus of \$1500 **per year for each year of the agreement**, and no changes to the DOO clause, subject to agreement from the Membership.

The RTBU's economist has advised us that an increase of 4% per year and a one off cash bonus has no real cumulative benefit but that \$1500 a year along with the 4% increase makes a material difference.

The company said they would need to consider this, and we gave them until Tuesday afternoon to do this.

They came back with their original offer of 4%, 4%, 4%, 4%, a one off \$1000 cash bonus and no changes to DOO.

Your Union does not accept this and has responded to the company accordingly.

We are now seeking feedback from the Membership about next steps. Please talk to your depot delegate about what you think should happen next.

It is planned we hold a national delegates hook up this Friday at 2pm to discuss any feedback.

We will update the Membership of any further developments.

Your Negotiating Team.



In-principle agreement	PN Offsets
<ul style="list-style-type: none"> <li>■ Single RDO 30 hrs from midnight or 36 hrs from no later than 0300.</li> <li>■ Recognition of step parents</li> <li>■ Payment for leave higher rate when assigned to a mentor role</li> <li>■ Removal of requirement to reimburse payment for jury service</li> <li>■ Increase relocation expenses in line with CPI, to \$34,000</li> <li>■ Adjustment to sign on clause</li> <li>■ First class travel on XPT, where available</li> <li>■ Adjustment of long service leave clause so that it is not unreasonably withheld</li> <li>■ PNI will provide 1,000 hours for work place training</li> <li>■ Clarification of wording for termination of employment</li> <li>■ Increase in pathology blood testing payment to \$90</li> <li>■ LPA career structure and transfer to the drivers EA</li> <li>■ 3 or 4 year agreement with common end date.</li> </ul>	<ul style="list-style-type: none"> <li>■ Change of working by mutual agreement (Co and Employee)</li> <li>■ Roster suspension – but only able to suspend tasks</li> <li>■ Rosters can be developed with an average of up to 40 hrs/ week for the peak. The peak is yet to be defined.</li> <li>■ Early advice of retirement – pay \$4k for 6 months notice</li> <li>■ Overtime payment for hours worked on RDO's paid at 1.7.</li> <li>■ Change barracks working with 12 hrs notice.</li> </ul>
<p><b>Medical assessments:</b></p> <ul style="list-style-type: none"> <li>■ In addition to paying all costs for medical assessments up to determination company will pay for stress ECG and fasting blood glucose post determination.</li> </ul>	
<p><b>Public Holidays, Linehaul Overtime, duty cycle:</b></p> <ul style="list-style-type: none"> <li>■ Duty cycle reset 3 times per year with the duty cycle being 16/20/16</li> <li>■ Duty cycle starts at the beginning of the calendar year</li> <li>■ Overtime paid at the end of each 4 week for hours worked above the 608 actual/forecast. (760 for 20 week cycle)</li> <li>■ Master roster average, credited for annual leave relief or a rostered week blank line work.</li> <li>■ Public holidays recognized by one off: <ul style="list-style-type: none"> <li>□ Credited to duty cycle.</li> <li>□ Credit to annual leave accrual when public holiday falls in a period of annual leave</li> <li>□ For day's worked additional payment at 1.5.</li> </ul> </li> <li>■ RDO count is for a calendar year</li> </ul>	
<p><b>Barracks:</b></p> <ul style="list-style-type: none"> <li>■ Paid after the 12.5th hour at single time, 1.3 after the 16th hour, 1.7 after the 21st hour and 2 after the 26th</li> </ul>	