



# RTBU

RAIL, TRAM & BUS UNION AUSTRALIA

# PN MEMBERS' EA INTERMODAL UPDATE NO.23

## Confusion about PN tactics

After coming very close to an in-principle agreed position for Your EA, we are now confused by the latest tactics from PN.

The company has sent us a document that does not at all reflect what has been agreed in over 18 months of negotiations.

This document was supposed to be a final draft (overleaf is a summary of what we had thought were in-principle agreements), to be reviewed, and then it was hoped it could be sent out to the Membership for feedback.

This hope, however, proved to be unfounded when we saw the contents of the company's document.

A number of our improved clauses were not included, and the company's law firm, Freehills, have made changes to clauses that were never discussed in a year and a half of negotiations.

We are confused and concerned about this turn of events because a fair and reasonable outcome on Your EA is long overdue.

Your Union is now looking at all legal and industrial options, including industrial action, in order to get a result for Your EA.

Your Negotiating Team.



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Below is a list of what has been achieved and what has changed.

### Duty cycle changes that include:

- Linehaul overtime now paid after each 4 week block
- Improvements to protections that credit and pay public holidays

### Barracks Detention Penalty:

- Now paid from 12.5 hours into barracks detention, down from 16 hours

### Payrise and bonuses:

- A payrise of 4% for each year of the agreement
- A \$1000 cash bonus for each year of the Agreement

### Term:

A 4 year term. This is particularly important in view of the likelihood of a conservative government at the end of this year.

### Drug and alcohol:

- All divisions of Pacific National will now move to a swab testing regime for drug testing. This is a huge win for Your Union, fighting for this with members for a long time

### Single RDOs:

- A minimum of 30 hours from midnight, or 36 hours where actual sign-off occurs between midnight and 0300
- Alternate RDO can be selected by mutual agreement

### Improved medical clause:

- Given the new health standards requiring railway employees with a BMI of between 35-40 to undergo a sleep apnea test, the company has agreed to pay for this
- The company will cover the cost of stress ECG and blood glucose testing pre and post determination
- If you have an existing condition and have recently been tested, you may bring a letter from your specialist to avoid incurring the cost of a test

### Workplace training:

PNI will allow 1000 hours of workplace (union) training per year

### Company Offsets

DOO - changes to the cab standard for noise

Change of barracks working with 12 hours notice

Change of working by mutual agreement

Rosters can be developed with an average of up to 40 hrs/ week for the peak.

Early advice of retirement