



PN MEMBERS' EA NEWSFLASH

AUTO LAYBACK BETWEEN 2200-0600

As you all settle into the 1st month of working under the new agreement, Your Union wants to keep you informed about one issue, auto layback, that has been a problem at some depots.

During bargaining for the new Agreement last year, we attempted to negotiate some words for a local agreement at Adelaide and Port Augusta. These negotiations sought to have words around auto layback between the hours of 2200-0600 to enable drivers to manage their fatigue.

After a number of weeks of discussions the company emailed the union on 23 October 2012 to say that this local agreement did not suit the company and they would prefer SDC to apply the agreement (current at that time).

Now that the new agreement is in force, the company (SDC and senior managers) have been criticizing and pressuring members who are working to the agreement, when it was the company who asked for this arrangement in the first place.

We are now attempting to resolve the issue, and will be meeting with the company in the next week to seek to vary the agreement to include this 2200-0600 auto layback arrangement.

See the email overleaf.

We will keep the Membership posted about the outcome of this.

If you have any concerns about this particular issue, please contact the National Office on 02 8203 6099.

Hi Allan,

Further to our meeting with you in Melbourne on 2 October and conversation with Jessica yesterday I would like to follow up on our agreed position of seeking a variation of agreement for auto layback between 2200-0600.

As discussed at the meeting in Melbourne, this issue has become a problem at the Adelaide depot. Some members there are working to the EA, a signed agreement between the company, the employees and their union. No provision was included into the EA for auto layback between 2200-0600 because the company refused to agree to it during the negotiation process. Apparently the company is still telling employees at Adelaide that the delegates and members who are working to the EA are being difficult and are not supported by the rest of the employees at Adelaide. This type of undermining should cease, particularly when the company is being disingenuous to employees about its refusal to include auto layback between 2200-0600 in the agreement.

We now understand that this is also becoming an issue at the Dimboola depot, in addition to the Adelaide depot. On Saturday night an employee signed on as rostered at Dimboola but was told by SDC that they had done the wrong thing and that they should have waited for a call because Dimboola is an "auto layback depot". This clearly contravenes what we agreed as an interim position at our meeting in Melbourne, which was that what those Drivers who were happy to run with the Auto Lay Back between 2200 and 0600 could do so, and those who wanted to work to the negotiated and approved Enterprise Agreement are entitled to do so without being targeted.

Any intimidation or harassment of delegates or members for working to the agreement will be taken very seriously by the RTBU.

I reiterate that the union attempted to negotiate an auto layback provision for the agreement last year, which the company did not accept. As this has now become an issue then, as suggested by the RTBU in Melbourne on 2 October, let's meet to discuss further and work out what needs to be done to vary the EA in accordance with the Fair Work Commission procedures.

The RTBU remains committed to a negotiated resolution to the matter, and seeks the confirmation from PN that the interim outcome agreed to at the meeting in Melbourne as stated above is being adhered to.

Further we are prepared to meet again at a suitable time, and so as to limit the numbers would seek that Peter Munday and Brian Head be in attendance with myself and Jessica. We would prefer the meeting to be in Sydney if at all possible.

Bob Hayden