



RTBU NSW Loco Division NEWSFLASH

September 3, 2019

QUBE EA Negotiations Update

As members would be aware, QUBE has previously stated that they would have a final position by the end of last week regarding the EA and that they would start the access period soon. On 26 August 2019, QUBE informed the NSW RTBU Locomotive Division and your EA Delegates that they are working on a clause of the EA with the Junee crew and that is the reason as to why the EA has still not yet been put out for a vote. QUBE have since been reminded in no uncertain terms who the elected bargaining representatives are and that they are obligated to follow proper processes before putting the EA out to a vote.

Your EA expired in April of this year and QUBE have already said that if you take protected industrial action, they will refuse to pay back pay. Whilst there is no obligation on a company to pay back pay, employers like to dangle this as a cherry to stop employees from taking industrial action and QUBE are clearly taking a particularly unimaginative ploy out of the employer's handbook. QUBE threatening to not pay you back pay is yet another blow to all hardworking members whom have been waiting for a decent pay rise for the last 5 months, in addition to the kick in the teeth that is the pay increase being offered under the proposed EA is a measly 2% increase per year. QUBE employees are some of the lowest paid workers within the rail industry, while QUBE's Managing Director is **earning over \$4 million per year**. QUBE's Managing Director has been quoted in saying "*Our people are our strongest asset*". Apparently this message is not being relayed to lower management whom has stated "*that they wouldn't feed strawberries to pigs*". It would seem as though QUBE has forgotten that without employees they would not earn a profit. The NSW RTBU Locomotive Division believes that QUBE Management should **show some respect** and never forget that without the worker they are nothing.

This afternoon, QUBE attempted to play members off against each other by informing the RTBU that a \$1,000 sign-on bonus would be offered only if we discontinued our litigation in the Federal Court relating to ex-IRA employees. QUBE were told that the two issues were separate and that a sign-on bonus should not be an incentive for the RTBU not enforcing rights owing to members under industrial instruments on their behalf. QUBE then threatened to tell all members that the only reason that there would be no sign-on bonus was due to the fact that we would not discuss the court case and the EA together or settle the court case as a part of EA negotiations.

On 22 August 2019, QUBE released a statement which indicated that they had an **underlying revenue growth of 4.7% to \$1.73 billion. And yet according to QUBE you're not worth more than 2%.** When QUBE finally does put the Agreement out to a vote, remember how much respect that they have for you and to **vote NO when QUBE finally put the EA out to a vote.**

Not a member? Then join today! This is this best opportunity for everyone to become an RTBU Locomotive Division member to achieve the best possible outcome for your Enterprise Agreement. If you have any questions, please contact your local Delegate or the RTBU Head Office on (02) 9264 3400.

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