



PACIFIC NATIONAL

CORONAVIRUS EMPLOYEE UPDATE

9 APRIL 2020

IMPORTANT UPDATE FOR ALL PN MEMBERS

RTBU National Secretary Mark Diamond today wrote to Pacific National CEO Dean Dalla Valle to express his strong concerns about the company's attempt to ram through changes to your Enterprise Agreements.

A copy of Mark's letter to PN is attached.

Only yesterday, Mark Diamond and Allan Barden had a meeting with the CEO, at which it was made clear that any proposed changes to EAs would only happen well into the future.

Shockingly, as soon as the meeting finished your management approached other RTBU officials in an attempt to ram through changes to EAs.

The RTBU will vehemently oppose any changes unless PN provides evidence of why our members will be better off.

The RTBU considers PN's proposed EA changes to be ambit claims which are highly irresponsible at this time.

PN should reconsider its behaviour towards to RTBU.

In this environment we can work collaboratively for everyone's benefit. However, this requires a level of transparency that clearly was not forthcoming in recent interactions.

UNITED WE STAND



RTBU

Mr Dean Dalla Valle
Chief Executive Officer - Pacific National
Level 16, 15 Blue Street
North Sydney NSW 2060

By email: dean_dallavalle@pacificnational.com.au
james_morley@pacificnational.com.au

9 April 2020

Dear Dean

I refer to your meeting with Allan Barden and myself on Wednesday 8 April 2020 regarding Pacific National's (PN) response to the COVID-19 pandemic. I note that this was initiated at your request, and that we agreed it would be the first of a regular fortnightly meeting.

During this meeting you informed me that PN):

- had received a 'sugar hit' in recent weeks due to the increase in demand, largely from consumer "hoarding";
- that although PN had done economic modelling on the impact of COVID-19, you were not prepared to provide that in detail;
- that, as a best case scenario, the economic impact of COVID-19 could result in up to a 20 per cent reduction in services; and
- that the situation could vary significantly over the coming months depending on local and global events.

In addition, you also stated that PN would be looking at introducing changes to current enterprise agreements. In response to this, I stated:

- that the legislative amendments to the Fair Work Act had not yet passed (which was accurate at the time) and those changes may provide PN more flexibility than it currently has;
- that temporary EA changes were probably not necessary but that the RTBU would consider anything put forward by PN if it meant our members were left in a better position than not making those changes; and
- that we would 'cross that bridge when we come to it' - clearly indicating this was something that would only happen well into the future.

Before the meeting concluded, the only thing that was agreed was that PN would keep the RTBU in the loop on any actions *before* they occurred. Shockingly, as soon as the meeting finished your management approached other RTBU officials in an attempt to ram through changes to EAs.

Rail, Tram & Bus Union Australia **The Power of Union**

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RTBU

While I have instructed RTBU officials to engage in the conversations about proposed EA changes so that we understand the scope of what is being requested, they will vehemently oppose any changes unless PN provides evidence of why our members will be better off.

The RTBU considers PN's proposed EA changes to be ambit claims which are highly irresponsible at this time.

PN should reconsider its behaviour towards to RTBU. In this environment we can work collaboratively for everyone's benefit. However, this requires a level of transparency that clearly was not forthcoming in our recent interaction.

Yours sincerely

Mark Diamond
National Secretary

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