



RTBU NSW LOCO DIVISION NEWSFLASH

FRIDAY 28TH JANUARY 2016

Pacific National NSW Vic Redundancy News

HOME *Sacked* EVERYDAY
NO JOB

After announcing the loss of 46 main line Drivers roles at Port Waratah on Tuesday 12th January, on Monday 25th January Pacific National announced a further reduction of 10 Driver Trainers, four from the Northern Coal area.

It is apparent that Pacific National has not been totally transparent with you or your union as they have not been up front from the start about further redundancies. Additionally the company are still refusing to commit to making every effort to maintain current employees by voluntary transfer, direct redeployment and / or opening up companywide job / redundancy swaps.

In the company's latest Q & A sheet, they have indicated that if you apply for another position prior to being made redundant then you will not be treated as being redeployed but rather as an applicant and therefore you will not be entitled to any of the salary maintenance provisions of the EA. They have also indicated that they will not pay the coal bonus to anyone transferring to Morandoo.

After initial redundancy discussions two weeks ago between the company and the RTBU, Pacific National committed to the RTBU that it was discussing the possibility of inter business unit VR transfers with the Pacific National lead team, and would report back on those discussions. Consequently a phone hook up was arranged yesterday to discuss this matter. Shortly after opening the conference, the company without any prior notification asked your union officials, words to the effect of "What is the union willing to do to assist in changing work practices to better utilise its workforce" and then indicated if we were not prepared to do this, then the company would not be willing to consider any inter divisional VR transfers. After the initial shock, the union advised the company that we have an enterprise agreement in place that dictates the working for our members. If the company was looking for something specific, then we would expect them to put pen to paper and advise the union in an official letter and the Union would discuss it and take any proposal to its members before responding.



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As the meeting was reduced from its scheduled duration of 60 minutes to only thirty minutes by PN, not all matters that we wanted to raise were discussed however we can confirm the following;

1. No transfers from other Northern Coal Depots are being considered due to the cost of having to pay extra or as they put it, this will cause a *“ripple effect”* across the broader area of the PN business, and they only wish to concentrate on the Newcastle Precinct.
2. They now have 31 expressions of interest
3. They have received 8 expressions of interest from satellite depots
4. As mentioned above, if anyone transfers to any lower graded position prior to being placed in a position of being chosen to be retrenched, then they would be treated as being transferred, not redeployed, and therefore not entitled to salary maintenance
5. People who wish to be redeployed after being selected for forced redundancy will have to apply and go through a recruitment process to gain a job for which they may or may not be successful

One of the other issues that the RTBU wanted to question PN on is one that many members have contacted us about, and that is, drivers from the terminals that are currently on secondment to main line and how the company is planning to treat this, unfortunately time did not permit this discussion however we will be following it up.

The RTBU were to meet with PN today (Friday 29th) to discuss the redundancies and clarify exactly what PN are proposing however due to circumstances beyond our control had to postpone the meeting till sometime next week. In the Interim members are advised that they should **carefully consider** what the company has stated in their Q&A sheet and the possible impact on a Redundancy outcome before applying for any role, prior to enforceable redundancy, as you may well be **worse off**.

Further information will be provided as it presents.

A depot meeting is scheduled for 10am

Wednesday 3rd February at our Hamilton Office,
33 Gordon Avenue Hamilton.

Please consider car pooling if possible, as street parking is the only available parking.