



RTBU

PACIFIC NATIONAL

NATIONAL OPERATIONS CENTRE BULLETIN

5 April 2016

Information Required

In order to attempt to keep the company honest, we need:

- Copies of the new position descriptions
- Details supplied by company on pay rates of new roles
- Any other relevant information surrounding the new roles the company may have issued
- Members should not assume your Union knows about what's happening in your area. Any instruction or correspondence regarding job changes should be emailed through to gcameron@rtbu-nsw.as.au
- You to update your records on any change of detail such as job change or address.

EMPLOYER OF NO CHOICE

The RTBU has been examining all scenarios to ensure members' concerns about the establishment of the PN National Operations Centre are addressed and their conditions of employment are enforced.

It would appear from our legal advice that Pacific National has deliberately and intentionally gone out of its way to exploit any legal avenue it can to exclude employees from enterprise agreement coverage.

There is absolutely no reason that Pacific National cannot recognize employees under current agreements, nor any reason they cannot begin negotiations on a new agreement. They choose not to, and instead intend to use individual common law contracts to cut wages and conditions in a race to the bottom.



INDIVIDUAL CIRCUMSTANCES

As this situation has been made considerably complex by the company, we ask that any member who is concerned about their existing entitlements or is in any way experiencing issues with the company please contact their local organiser for guidance. Any member considering applying for jobs at the IPS / NOC should speak with an organiser before accepting any role. This is very important.



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How do we achieve enterprise agreement coverage at the NOC?

Under the *Fair Work Act*, for a new enterprise, parties may agree to negotiate a Greenfields enterprise agreement.

Pacific National has refused this, so the other option is that once established, a majority of members can request a majority support determination through the Fair Work Commission to force the company to negotiate an enterprise agreement. This will require a concentrated effort by the Union and current members to encourage other employees to join the RTBU so we can make this happen.



SPILL & FILLS

The company has also initiated a number of spill and fills of support positions at other locations across the business, and has indicated it is looking at more.

The RTBU has a hearing next Wednesday at the Fair Work Commission regarding one such case, and is closely monitoring another. The very people that keep their business running are who they are trying to get rid of!

CURRENT WORK LOADS

Members from various Live Run and DCC centre's have recently advised their workloads have been significantly impacted, and they have been placed under enormous strain due to the number of people vacating their positions. Members in this situation are reminded of their rights under their enterprise agreements to health and safety issues such as meal breaks, fatigue, and general well being.

Members should be aware that safety-related tasks and jobs require proper assessment and training before change is implemented and or attempted. Members should talk to their local HSR (Health and Safety Representative) regarding any concerns they may have, and should not attempt any duty that places themselves or others at risk. Pacific National says it wants you "home safely everyday". Make sure that is the case! Any person unsure of their entitlements /conditions of employment should call an organiser to discuss.