



December 15, 2016

PN NSW ENTERPRISE AGREEMENT ISSUE 1

Over the past two days your EA negotiating team met with Pacific National to hear from the management team and set the way forward for negotiations on a new combined NSW Enterprise Agreement.

Day One

Tuesday involved PN NSW Vic, General Manager Stephen Cowan giving a overview of the “New” Pacific National and outlined the company's economic concerns including past and present market conditions and performance. Mr Cowan raised concerns he saw as major hurdles to continued growth and meeting customer expectations. Particular reference was made to labour deployment, under time, recent loss of contracts and the companies ability to compete for contracts with current labour models. He claimed under-time is running at 9 to 10% and claimed that out off 100 hundred drivers questioned only one got their time in during duty cycles and made further reference to statistics that train crew under this EA on average only spend 35% of their working time on the train.

After Mr Cowan’s presentation, our delegates spent time undergoing training and familiarisation of requirements of the Fair Work Act surrounding EA Negotiations.

Day Two

Wednesday saw the PN Management team present a Power Point Presentation on how it saw the negations and meetings being conducted, team behaviours and what it saw as the main issues to be addressed during negotiations. Much focus was placed on the differences of the two company EA’s conditions (Coal and Bulk) versus the conditions of the companies two main competitors EA’s.

The presentation contained a broad wish list of issues it wants discussed. These items included but are **not limited** to;

Labour Deployment

Types of employment including a casual workforce of around 20%

Multiple sign on locations

DIL day costs

APM versus actual shift penalty payments

Merging of Train Crew Classification structures from both agreements

Aligned Conditions

EA Future proofing

More time on trains

Less Car Driving

Employee Engagement

Reduced Dispute Settlement requirements

Removing the Driver Only EA requirements

Introducing Driver Only

Regional Rostering Concept / Labour Flexibility

PN indicated they were optimistic regarding combining the two EA’s however also indicated they did not want to discuss items out of the groups control such as IPS and Service delivery transformation.



It was confirmed the presentation was not the companies official Log of claims, this will be discussed at the first negotiations meeting in January.

Meeting dates and logistics were discussed with agreement reached for negotiations to take place every fortnight for two days alternating between Sydney and Newcastle kicking off in January. A further delegate training day will be held in the week commencing 9th January when our (RTBU Members) log of claims will be finalised, and the first Negotiation meeting is scheduled for 24th and 25th January.

As you can see Pacific National has a long wish list that is no doubt going to make it a difficult negotiation, one that will depend on member participation and involvement with your delegates and officials to collectively reach an outcome that will ensure retaining decent working conditions along with ensuring PN's future success.

Please speak directly with your local EA team member to discuss any questions you have. Further updates will be supplied as events unfold.

Members are encouraged to make sure you have updated any email or mobile phone records with us ASAP so as to ensure you receive regular communications.

Your Team

Bulk

Mark Supple	Morandoo
Jimmy Ukmar	Enfield
John Quirk	Moss Vale
Brendan Hicklin	Enfield (Vic)
Ronald Simmons	Parkes
Martin Bennett	Moss Vale

Coal

Steve Prisk	HBT
Mark Forster	HBT
Dale Walsham	HBT
Dave Roberts	Gunnedah
Greg Brooking	Lithgow
Wayne Pallant	IBT

RTBU Officials

Steve Wright
Kevin Pryor
Jessica Epps
Greg Cameron

Authorised: **Robert Hayden**

Secretary NSW Branch Locomotive Division

Rail Tram and Bus Union, Level 4, 321 Pitt Street Sydney, NSW 2000

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