



**RTBU**

# NEWSFLASH

ISSUE NO.3

February 20, 2017

RTBU LOCOMOTIVE DIVISION • ENGAGING MEMBERS • ENSURING A FUTURE

## PN NSW ENTERPRISE AGREEMENT

Delegates and RTBU Officials again met with PN management on Wednesday 15th and Thursday 16th February.

At this meeting and in response to PN giving us their Part A concept document at the previous meeting, the RTBU provided the company with a copy of our near complete Part A document. We were unable to provide a complete document as there are a number of clauses we are having reviewed due to a number of recent dispute matters that have had to be taken to the Fair Work Commission (FWC) or have recently been ruled upon at the FWC. We will have the review complete and be in a position to provide a completed document to PN at the next meetings that are scheduled March 7th, 15th & 16th.

While the PN management team has had a dedicated 12 month period to come up with their concept document, Delegates have only been released/rostered minimal days together to discuss matters.

### **The Real World Vs Concepts!**

While all members would be the first to acknowledge the economy has changed to some extent over the past four years, they would also be aware that things are not near as bad as is being portrayed by PN management. As recently reported in the media, recent Company profit announcements along with commentary in The Australian, on August 14 by the CEO of Aurizon show a strong demand for coal into the future. Whitehaven reported managed coal sales up 7% in the December quarter. <http://www.whitehavencoal.com.au/investors/docs/16090200-december-2016-quarterly-report.pdf>

As all members know, the main problem being faced by PN at the moment is the creation of IPS which is a Concept disaster.

The RTBU has included a number of changes to Part A in its "Part A Log of claims" which are realistic and aimed at maintaining employee entitlements while putting a cap on casual employees and labor hire, but giving both the employer and employees more flexibility through Job Sharing and provisions to assist employees transitioning to retirement.



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## Meetings

We are aware that PN Management are continuing their Employee Workshop meetings. While we would not encourage members to not listen to the company concept plans, we would encourage members to make your views clear to management on what you think about concepts proposed by PN such as:

- Self driving for km's to a sign on a point/location other than your home depot and then having to drive km's home again (or leave your car in the middle of nowhere);
- Signing on when you actually get on the footplate of the locomotive;
- Not having any facilities where you sign on and off;
- Being classed as "Flexible Crew" and being able to be sent anywhere in the state;
- Removing any DIL Day entitlement;
- Not allowing arbitration of disputes at the Fair Work Commission;
- Further diminishing the consultation provisions;
- Abolishing the Employee Representative Committee;
- Continually throwing up legal argument to avoid clear provisions in the Enterprise Agreement; and
- Continually employing lawyers to turn simple dispute resolution into long complicated matters to avoid them being resolved in the commission.

Further questions could include:

- What Managers are taking responsibility for the failure of the IPS?
- What does PN customers think of IPS?
- Does the Pacific National Board know about this mess?
- Why is PN not forthcoming regarding how they have calculated APM when they changed your roster?
- When will the Company stop destabilizing the workforce, so employees can focus 100% on their employed duties instead of worrying about their job and the impacts such instability this has on families?

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