



RTBU

NEWSFLASH

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7th December 2017

RTBU LOCOMOTIVE DIVISION • ENGAGING MEMBERS • ENSURING A FUTURE

Update: Pacific National Bulk and Coal Negotiations

Members are advised that the RTBU and the Pacific National attended conciliation in the Fair Work Commission (FWC) on Monday, following almost 10 months of negotiations and a further 4 weeks of intensive negotiations in an attempt to resolve any and all outstanding issues concerning the Bulk and Coal Enterprise Agreements. This conciliation was scheduled as a 'report back' to the FWC, which was a consequence of the RTBU having lodged a good faith bargaining application against Pacific National following the decision to revert back to negotiating two Enterprise Agreements (rather than a single Agreement).

After the final four weeks of negotiations, the parties managed to resolve almost all of the outstanding issues, with the exception of scope (one Agreement versus two Agreements), provisions pertaining to labour hire and agency personnel, wage outcome and term. These major outstanding items were the subject of discussion at the FWC on Monday 04 December 2017, but unfortunately the parties were once again unable able to reach common ground on most of these matters.

Subsequently, the parties agreed to meet once more after conciliation at the FWC in a final attempt to reach a negotiated outcome. It was at this meeting after robust debate that a final offer (*as outlined below*) was made by Pacific National. This is in addition to your RTBU negotiating team having been able to protect, and in some instances improve, all current Bulk and Coal Conditions.

- **Term:** 4 years as at the commencement date (7 days after approval by the FWC);
- **Scope:** 1 EA;
- **Wage outcome:** 2% (1st year – 7 days after the agreement is formally approved by the FWC) + 2% (2nd year) + 2.5% (3rd year) + 2.5% (4th year), which is in addition to the 2% already paid on 31 March 2017;
- **Contract of employment:** The insertion of Deputy President Sams' wording, which is as follows: '*Pacific National shall ensure, as far as is operationally practicable, that permanent full-time employment shall be the main and preferred form of employment.*'
- **Certificate IV:** Bulk and Coal employees will be provided their Certificate IV qualifications over a 24-month period.
- **PN VIC employees:** Will have their medical entitlements and wage grandfathered.



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During yesterday's discussions, your RTBU negotiating team held two telephone hook-ups with other delegates to seek their views and endorsement on what was being discussed and the final offer/outcome.

It was the unanimous view of the delegates that what had been achieved was significant enough to conduct a joint tour with Pacific National over a 2-week period to explain the outcome and answer questions, following which the required formal voting process would commence in order to allow members to decide.

Your negotiating team and delegates believe that what has been achieved and protected is the best outcome that could have been reached over the table and that members now need to opportunity to decide.

Members will be kept updated as to the details of the tour (including locations and times) as soon as they are confirmed.

Whilst it is planned to conduct joint meetings, this will be in the form of Pacific National having time to answer questions and provide their comment, before leaving your negotiating team members time to talk to members and answer any further questions/concerns.

So as to provide a consistent message to all locations/meetings, the same team will be attending all meetings across the state.

If you have any questions regarding the above, please contact your RTBU delegate or organiser directly.