



RTBU NSW LOCO DIVISION NEWSFLASH

April 9, 2018

GWA – FREIGHTLINER NSW MEMBERS SHIFT CHANGE & LIFT UP/LAY BACK CLARIFICATION (COAL EA)

You may have received a letter from GWA management about shift change and lift up/lay back conditions in your enterprise agreement.

Your RTBU team has seen a draft of this document and although we are not endorsing it, we do believe its content reflects the results of last year's Fair Work Commission decision on this issue.

Some members are understandably unhappy with the decision. Any change to this process will need to be a negotiated outcome at the next enterprise agreement negotiations.

To assist members in understanding how the process should work, we have put together a flow chart that explains how we understand the Fair Work Commission ruling should be applied.

Any questions please speak with your delegate or local Organiser.

Master Roster

- Master Roster is posted & shows your planned start time.

Shift Change

- Shift Changes may occur on the days prior to your rostered shift.
- This can be done by posting of a roster (monthly/working) and /or by other agreed means of communication such as phone, email or text or, in person at the end of your shift.
- You must be advised of the change in the Advice Period. (There is no defined limit on number of changes)
- A shift change cannot be made on the day you start work (only *Lift up lay back provisions* can be used)

Lift Up or Lay Back

- You cannot be lifted up or laid back for a shift that commences between 2200 and 0400 unless by agreement (Clause 36.9).
- You cannot be lifted up before 0600 following a scheduled book off day (Clause 36.7)
- Outside these hours, you can be lifted up or laid back from your original rostered time (The last advised time you received on the day/days prior to your shift).
- You cannot be lifted up or laid back outside the six hour period unless by agreement (2 hour lift up and 4 hours lay back).
- You can be lifted up or laid back no more than twice
- The advice for lift up and lay backs should be given with as much notice as is possible, but should not be initiated should the employee have already left his residence to attend work. (Please report any attempt to do so to the RTBU.)