



August 15, 2018

GWA Freightliner Australia EA Newsflash No.2

Over the past couple of weeks, your RTBU Locomotive Division team has met with management about your new agreement.

In these meetings your RTBU Locomotive Division team put forward strong arguments to support your log of claims and made it clear, members want to see the company prosper but not at the expense of your conditions. Management responded with the usual arguments about not being able to afford to agree to your log of claims.

GW indicated their number 1 issue is winning changes to your Personal Leave rights. They offered to pay a lump sum payment and drop all other claims if you agreed to a cut to personal leave so that each employee gets 10 days per year. This has been rejected by the vast majority of members.

As well as discussions about our log of claims, we also took the time to check the Agreement for areas where the words need to be clearer, incorrect reference need to be changed and other errors fixed.

The next meeting is set for the 23rd August 2018. Before that, a group will meet to discuss rostering issues.

Status of Claims

RTBU Claim	RTBU Position	Company Position
Rostering including shift cancellations and limits to shift changes	Discussion this week to go through rostering clauses.	
A way to manage shift lengths and fatigue	Clearly define Shift Change. Add Limits for Driver with Non Route Qualified Driver. Add Shift Limit of 9 hours for work in a terminal.	No Clear Position as yet
A fair duty cycle and hours of work	76 hour Fortnight	Company are concerned re overtime costs if this were implemented.
Remove "Lift Up"	Remove "Lift Up"	Company have agreed Lift Up is not ideal as it impacts fatigue however want to have the roster discussion before making any firm decision
Redundancy provisions	3 Weeks for every Year, capped at	Agreed in principle

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RTBU NSW

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LOCO DIVISION

	54 Weeks	
Public Holiday provisions	Tidy Up Current Provisions	Remove DIL'S and Pay penalties as you go.
Expense Amounts	Increase to \$215 per occasion and index.	Current amount indexed
An Increase to overtime penalties	Double time for all hours above the duty cycle	No Increase at all
Paid trade union training	Company pay for workplace relations training for delegates	Agreed in principle
Definitions	Definitions will be reviewed at completion of negotiations	
Job security provisions to address the impact of use casual and labour hire employees on the employment relationship	A new provision in the agreement to cover this concern	No Change to current Agreement. Stated, they will not place restrictions on their business
Domestic violence leave	New provision for paid leave	It will be covered by FWC. No paid leave
Conditions for coal working	<ul style="list-style-type: none"> 10% Premium when working for Coal Finish at Same time as Normal if you do a coal Shift 	Subject to accepting GW's Personal Leave proposal
Company Claim	RTBU Position	Company Position
Reduce Sick Leave to the National Employment Standard	No Change from current agreement but prepared to discuss subject to our claims being accepted.	Prepared to look at a bank for current employees based on previous years' service and amount of leave previously taken. May consider a further group bank for who are seriously ill and have no leave left.
Introduce Driver Only Clause	Have indicated we are willing to discuss something similar to the GWA South Australian Agreement subject to our claims	
Restructure Annualised Salary – Go back to shift penalties as you go	No Change from current agreement.	
Address Rostering clauses that restrict ability to develop an efficient roster	Happy to discuss	
Improve Wording to remove ambiguity	Agree.	

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Your RTBU Locomotive Division team needs you to play your part in winning a good Agreement. Speak with your delegates on the negotiating team for information and to have your say. You're negotiating team delegates:

- Greg Simpson, Newcastle
- Glenn Watkins, Newcastle
- Carla Woodbury, Dubbo (Relief Delegate)

Are your details up to date? Have you moved or changed jobs? You need to let us know, so we can keep you up to date with the latest info. Give our office a call on 9264 2511.