



October 29, 2018

Southern Shorthaul Railway – EA Update

The RTBU Locomotive Division held Depot tours over the last 2 weeks and received an overwhelming response concerning the proposed Enterprise Agreement that was recently voted down by Members. The Members response was very clear; they *were not happy* with the Companies proposed EA/offer. Members also made it clear that Management must listen to their employees and have an EA that both reflects industry standards and provides fair working conditions and wages for all.

One of the biggest issues raised at the meetings was that the pay increase offered was just not good enough after employees had previously agreed to a wage freeze and it was time for the Company to repay the good will showed by employees. This was particularly in light of the fact that Members, at the request of SSR, accepted a wage freeze in order to assist the Company. Despite this, the pay offer was deemed 'inadequate' and the RTBU Locomotive Division will continue to pursue fair and decent wage increase with SSR when we meet this week.

It was also made very clear that the Members are disgusted with the RDO protections, or lack thereof in the Companies EA. Members feel that the work/life balance is all work and no life. This is particularly as a result of SSR's ability to work Members into a book-off day. Out of all the issues raised at the numerous meetings held this was by far the most important and frequent issue. We will also be communicating this, along with various other matters that were raised on the tour (such as the length of the duty cycle) at the meeting.

Members have now had enough as they feel that conditions, or lack of, are now impacting on their family and social life.

While members asked about Protected Industrial Action, the process and what outcomes could occur, members were quite happy for one more round at the negotiating table to see if the company is willing to listen and change before a vote on Protected Industrial Action is undertaken. Members were also told that only Union members could take Protected Industrial Action.

The Locomotive Division is meeting with the Company tomorrow and will advise members of its outcome. Members will then decide the next steps.

Not a member? Join today! If you have any questions, please contact the RTBU Locomotive Division on (02) 9264 3400.

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