



RTBU NSW NEWSFLASH

January 22, 2019

GWA-FREIGHTLINER EA (FLAUS) UPDATE

GET READY TO VOTE

After several Months, Negotiations have now concluded for the Freightliner Australia Pty Ltd 2018 Enterprise Agreement. The Company has advised the Access period will start on Thursday 24th January then Electronic voting will commence shortly thereafter. The access period is the required 7-day period that employees are given to review the proposed Agreement before the voting period commences.

Negotiations have achieved a number of substantive improvements to conditions and an industry comparable pay increase.

Changes and Achievements

New Sick Leave provisions in lieu of previous 3 Months full Pay and three months half pay conditions	<ul style="list-style-type: none"> \$18,000 commitment payment per current employee (can be salary sacrificed in one or two payments over the 2019 calendar year); Bank of days – 10 days for each year of service less any taken leave days over that period or minimum 30 days in bank <p>At commencement of new EA.</p> <ul style="list-style-type: none"> 12 day personal leave accumulation each year. 20 days long term sick leave available for a one off long term illness absence. (Subject to conditions)
Pay Increases	<ul style="list-style-type: none"> 2% on expiry of current EA 22 October 2018 2.75% on 22nd October 2019 2.75% on 22nd October 2020 2% on expiry of agreement with ability to negotiate a further increase upon start of next agreement.
Home Base Provisions	New provision to ensure company now supplies an actual office and facilities at each home location..

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Redundancy	Increased provision to 3 weeks for each year of service capped at 54 weeks. (Previous provision was 2 weeks per year capped at 30 weeks)
Shift Change	<ul style="list-style-type: none"> • Advice periods removed. • Shift change must be advised at least 24 hours in advance. Employee must confirm advice received within 6 hours • New Provision - No shift change from a local job to a barracks job.
Blank Days	<p>No change to current however a new provision to cover current practice. ie. blank days to be paid as overtime where advice is outside lift up or lay back or if advice was not received and the employee agrees to work .</p> <p>Also job must be advised at least 24 hours in advance. Employee must confirm advice received within 6 hours</p>
Labor Hire and Casuals Commitment (Supplementary Labor Clause)	Commitment to Full Time Employment being the predominant form of employment.
Temporary and Short Term Transfer	<p>Current two clauses now combined into Temporary Transfer Clause. Changes are</p> <ul style="list-style-type: none"> • 3-day minimum temporary transfer. • 12-hour rest upon arrival. • Employees can drive a car or train or be transported to or from the temporary location so long as it is within the shift length. • Accommodation is provided by the company (current provision) • Current allowance of \$179.79, per day to increase with CPI, and will now apply from when the employee leaves home depot until employee returns.
Long Service Leave	Increased provisions from the basic NSW act amount to match the FLACH EA
Domestic Violence	<p>New Provision</p> <ul style="list-style-type: none"> • 2 days paid leave for court attendance or filing police reports and 3 days unpaid leave.
Coal Working Provision	<p>New Provision</p> <ul style="list-style-type: none"> • 10% wage supplement to normal when working in the coal business
Resting away from home	Current one night only provision remains (No double book offs)

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Lift Up Lay Back	<p>Separate clauses, one for lift up/lay back and the other for Shift Change</p> <ul style="list-style-type: none"> • Lift up reduced to 1 hour • Lay back reduced to 3 hours lay back • New wording that specifies employees will be advised of lift/lay before they leave for work • Embedded current working where if an employee so chooses to work outside parameters it will be paid as overtime
Wake up Call	New provision of wakeup call for night work and when at barracks
Shift Lengths	<p>New provisions in addition to current</p> <ul style="list-style-type: none"> • Non-route qualified driver (L4) with a Driver (L4) maximum 11-hour shift. • Shift spent wholly within a terminal / siding: maximum 9hour shift. <p>No additional tasks when returning from barracks</p> <p>Removal of DOO reference (error in old agreement as there is no DOO in agreement.)</p>
Paid Union Leave	<ul style="list-style-type: none"> • 2 days paid training leave for new delegates • 4 day per year bank for elected delegates to attend union conferences.
Trauma Leave	<ul style="list-style-type: none"> • 2 Days Trauma leave now stands alone (is no longer part of sick leave) • No longer a need to supply certificate
Public Holidays	Wording of current clause changed to reflect payments instead of credits and to read more user friendly.

The company will shortly provide employees with full details on how to vote. All members covered by the agreement are encouraged to vote when requested to do so. Any questions members may have should be directed to your local delegates or local organiser.

Are Your Details up to date? If you have 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 or talk to your delegate.