



NEWSFLASH

RTBU

ISSUE NO 3. FREIGHTLINER COAL HAULAGE EA

January 11, 2019

RTBU LOCOMOTIVE DIVISION • ENGAGING MEMBERS • ENSURING A FUTURE

Agreed in Principle

Tuesday the 8th of January saw our first negotiating meeting since we broke for the Christmas break. During these negotiations your negotiating representatives and the company were able to negotiate thru the remaining issues and have come to an agreed in principle agreement.

The next steps are to work with the company on drafting an agreement that can be sent out to all employees for review and then commencing the formal member/employee voting process.

The Agreed in Principle clauses are as follows:

Personal / Carers Leave.

- 15 days personal / carers leave per year that accumulates from anniversary date.
- An Initial bank of personal / carers leave for all employees calculated at 15 days per years of service, less the number of personal /carers leave taken. (ie; 10 years employed = 150 days minus leave taken of 25 days = 125 days in bank from certification of agreement) with an absolute minimum of 30 days for all current employees.
- \$18,000:00 one off payment upfront or may be salary sacrificed over a two (2) year period.
- Long term Personal / carers leave of 20 days per employee.
- 75% payment of accrued personal / carers leave (less bank of 30 days) on resignation or termination from company.
- Additional 1% pay increase per year of the agreement to compensate for no income protection insurance and paying for your own income protection

Other agreed in principle clauses.

- 76hr duty cycle (currently building a roster to accommodate)
- Lift up 1hr, Lay back 2hr
- Pay increases are 3% + 1% income protection insurance offset per year over 4 years totalling 16%.

Authorised: Robert Hayden, Secretary NSW Branch Locomotive Division.
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- Redundancy increased to 3 weeks per year of service now capped at 60 weeks.

The negotiations have been challenging and the team would like to thank all our members for their feedback, patience and encouragement during this time. We aren't quite done yet, and are working hard to achieve finalising the drafting of the agreement so the agreement can be sent out for your review and to begin the voting process.

We are hoping to have the agreement finalised and ready to be distributed within the next few weeks along with the proposed new roster ready for viewing.

The next steps:

- Formatting completed in next few weeks.
- Agreement reviewed and distributed to all employee for consideration for 7 days.
- Depot briefing sessions during review / consideration timeframe.
- Voting process via electronic medium.
- If affirmative vote, agreement sent to Fair Work Australia for certification.

A depot briefing session's newsflash will be distributed once dates & times are confirmed.

Please find attached member details update, could you please fill this out and email back to me as soon as practicable to ensure all members details are correct on our system.

If you have any questions please speak with your negotiating team and they will be happy to answer your questions.

To keep up to date with the latest news and EA negotiations please make sure the RTBU has your latest email address. Please forward this on to swright@rtbu-nsw.asn.au