



RTBU NSW Loco Division NEWSFLASH

April 17, 2020

QUBE Enterprise Agreement Update

We know many of you are concerned following QUBE's outrageous letter cancelling any enterprise agreement negotiations due to the COVID-19 virus.

Today, our internal Locomotive Divisional Legal Officer sent QUBE a letter raising our concerns that QUBE is not **bargaining in good faith** in accordance with the *Fair Work Act 2009* (Cth). The RTBU and QUBE reached an in-principle agreement to replace the 2015 Agreement, but now QUBE is refusing to let you vote on it.

This is not the first time QUBE has withheld pay increases from you. During the last round of negotiations, QUBE withheld over 2 years of pay increases. So far this time, you should have received a pay increase of 3%, back dated to the 1st April 2019 and another 3% pay increase on the 1 April 2020 if the agreement was voted up. That's 6% of pay increases so far that you have worked hard for.

The NSW RTBU Locomotive Division and your EA Delegates will not allow this to happen again. We are assessing all legal avenues, which may include protected industrial action, to make sure QUBE start paying what you deserve.

On the 6 April 2020, QUBE made an ASX announcement titled QUBE Holdings Update on the Impact of Covid-19. In this announcement, QUBE states that it:

"continues to benefit from its diversified operations and variability in its cost base which has enabled it to continue to generate positive earnings and cashflow despite declining volumes in parts of its business".

QUBE's Managing Director, Maurice James, also states.

"these are challenging times for our customers, our partners, our employees and for QUBE. Despite the significant challenges ahead, QUBE is well positioned to work with all its key stakeholders to address the current challenging environment.

A copy of the letter is attached to this newsflash.

Not a member? Then join today! This is this best opportunity for everyone to become an RTBU Locomotive Division member to achieve the best possible outcome for your Enterprise Agreement. If you have any questions, please contact your local Delegate or the RTBU Head Office on (02) 9264 3400.

AUTHORISED: R Hayden Locomotive Divisional Secretary

Level 4, 321 Pitt St Sydney.NSW 2000