

PROTECTED ACTION INFORMATION SHEET No 1

DAY 1, 16th June 2022- Commencing 8am



WHAT BANS ARE ON?

OVERTIME BAN

- No working of any overtime
- No working on an RDO
- No working for tick the box overtime
- However, you must work the last shift of a monthly cycle - including the return leg if you're at barracks.

CRIB BAN

- Where you have asked for a Crib Break between the 3rd & 5th hours on duty and it has not been granted, you can stop your train safely after completing the 5th hour on duty and take a 30 minute break.
- You must check with network control and agree on a safe stopping location. You must ensure you have followed all network rules and procedures, including checking with control that following rail traffic has been stopped. You should also advise your supervisor once stopped.

What you need to know.

Protected Action is **LEGAL**, and you have a workplace right to participate in it.

When you take Protected Action, Pacific National can reduce your payments proportionately to the actions you take.

Questions and Answers

Q. Will I be targeted by my employer for taking protected action?

A. No. It is illegal for Pacific National to target you because you have taken protected action.

Q. I have already said what shifts I will work. Can I now say no to working them?

B. Yes, you should advise your supervisor that you will be taking protected action and you won't be working said shift.

Q. I'm a casual employee. What shifts are classed as overtime for casuals?

A. You need to have worked 76 hours in your duty cycle before you are on overtime.

- Q. If I don't want to cover someone else because they are taking protected action, can I say no to coming in?**
- A. Yes, you can refuse to come in.
- Q. I have already worked 150 hours of my duty cycle and I am rostered to work. Do I have to work more than two hours?**
- A. Yes. You should work your normal shift. If you are rostered to or from Barracks to get this time in you should work both shifts.
- Q. If I am on loan interstate do the bans apply to me?**
- A. No. You are currently working under a different arrangement.
- Q. If I am on loan and working at another depot in NSW do the bans apply?**
- A. Yes, you can take action if you are performing work at a depot covered by this EA.
- Q. I work for Bulk. Do I have to work an available day if asked?**
- A. You will be required to work as normal.
- Q. I work for a Labour Hire company, do these bans apply to me?**
- A. No. These bans do not apply to you because you are not a Pacific National employee. You will need to undertake your work as per normal. You should note the RTBU is doing everything possible to get you same Job same Pay and to improve your conditions of employment.

WHAT ARE WE FIGHTING FOR?

- Job Security - Restrict Labour Hire & Ensure Same Job Same Pay
- Arbitration – Binding Resolution of Disputes
- Scope – Everyone is covered / No new company trickery!
- Rostered Days off – Certainty and Work Life Balance
- Barracks Working – Payment for all hours away
- All-inclusive Wage – Same as competitors
- Discipline – Fairness / No first time SPAD sackings
- Meal Breaks – A Basic Working Right
- PAY – A Decent Pay Rise and a Sunset Clause
- Protections- Limit Electronic Monitoring and No Crew Vans

Only members of the RTBU can take Protected Action!

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