



QUBE Enterprise Agreement 2022 Log of Claims

1. Rostering
 - No lift up provision, maximum lay back of 2 hours
 - All Shift work outside of lay back provisions paid at OT rate
 - Only one change of shift permitted, then by mutual agreement and O/T
 - Weekly Duty Cycle of 38 hours
 - Wake up calls between 2000 and 0800hrs
 - Rosters to be posted by 1600hrs each Thursday 9 days prior to the week starting on Monday – if not posted, then first rostered shift will be at O/T
 - Temporary Transfer – increase expenses to over \$200
 - Duty Cycle reduced to 1 week (38hrs)
2. Wage Increase
 - 8% per year
3. Overtime Rate
 - Increase to 1.8-time normal rate
4. Standards
 - RTBU Cab Standard
 - RTBU Accommodation Standard
5. Annual Leave
 - 6 weeks Annual Leave per year
 - 20% Loading added when on Annual Leave
6. New Depots / Local Limits
 - Define Local Working for Coffs / Port Kembla / Moss Vale / Cobar
 - Local Shift limit reduced to 9 hours then Overtime
 - Include new depots in EA and remove Depots no longer in use
 - Sydney Depot to only have one Home Depot location
7. Facilities
 - Better Facilities (Hygiene)
 - Facilities for locations that don't have any
 - Facilities for Females in Depot and Loco's
 - Female Uniforms
8. Classification Structure
 - Insert Mentor Driver Level
 - Insert Shunt Driver (Terminal Driver) Level
 - Review Driver Trainer Rates
 - Qualifications to be supplied to Employee within 3 months
 - Cert IV in Train Driving to each Driver
 - Non-Stagnation clause between classifications
9. Superannuation

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- Super contributions increased to 14%
10. Job Sharing
 - Clause for Job Sharing
 11. Retention Bonus
 - \$5k Bonus to be paid in November/December
 12. RDO's
 - Increase total number of RDO's to 156. Extra 1 per week
 - Shift following an RDO to be shown in Master Roster as AM or PM shift
 - Any time signing on an RDO, all hours to be paid at O/T rate.
 - If rostered to work into an RDO without consultation, then entire shift at O/T
 - No Single RDO's
 13. Available Days
 - Only one AV Day to be rostered per Duty Cycle
 - Notice of 2 days for working an AV Day
 - If already rostered for Duty Cycle, then AV day converted to RDO
 14. Leave Entitlements
 - Increase P/H's to 13
 - P/H's to include any Gazetted Days
 - Ability to cash in Sick Leave
 15. Time Sheets
 - Example of weekly timesheets to be reviewed
 16. Redundancy
 - 4 weeks per year of service, uncapped
 - Sick leave to be paid out as part of redundancy
 17. Salary Sacrifice
 - Novated Lease Option
 18. Barracks Working
 - Barracks detention to be paid at O/T rate
 - 40 hours pattern span reduced to 36 hours
 19. Company Vehicles
 - Include Clause for Roadworthy Vehicles
 - Pre departure checklists
 - Limit Car driving between 2200 to 0600