



RTBU NSW LOCO DIVISION

NEWSFLASH

14 July 2022

PN, NOT SERIOUS

Last week, the parties again met to progress bargaining. Firstly, PN reviewed its list of “*tweaks*” with delegates and officials. This followed with reports back from the two separate workshops held with Bulk and Coal delegates after the last negotiation meeting.

The **Coal** team reported that, while a number of rostering matters could potentially be resolved, the issue of the use of Flexi Zones at Greta and Port Waratah could not be agreed upon. The Coal team also reported on work on a proposal that current RDO and weekend protections for Coal members could possibly be replaced with an additional RDO at the end of their RDO or weekend where either is infringed. This proposal will of course be discussed with the members before progressing further.

The **Bulk** team reported on the classification structure and that mostly, the parties were in agreement to update the structure to include TLI qualifications and a progression path for terminal operators. However, there was no agreement on updating allowances for extra duties. They also reported on discussions around the use of Lift Up and Layback and that PN had proposed at the workshop to introduce a new way of rostering at forecast depots. The roster would be split into three separate rosters, one for Drivers, one for Second Persons and a separate blank line roster to supplement the forecast rosters. It was explained that this may introduce separate APM amounts for each roster. Additionally, the company proposed reviewing forecast rosters before the issuing of the working roster 9 days out, so as to limit changing shifts at the last minute.

After discussing these matters the RTBU put to Pacific National that Lift up in Bulk, and Layback in both Bulk and Coal is a serious concern to all members as they have continued to see it used as a rostering tool, rather than as it was intended for late running and network delays. The RTBU stated that it had considered all matters presented by PN and could see that the company could not immediately fix its lack of crew qualification issues in a short period of time, and therefore we proposed a way forward on the following basis;

1. An acknowledgement that lift up and lay back impacts fatigue and work life balance, and that best endeavours would be used over the new agreement term to limit its use;
2. Provide a disturbance allowance to be paid as an overtime payment on each shift a bulk employee is lifted up, and that when any employee is laid back, the employees shift length would apply from the original rostered time
3. Reduce changes to lift up and lay back (Bulk) on the day to one change only.

Pacific National then requested a break and that they would need time, but that they intended to respond with an overall package. They took the rest of Thursday afternoon and part of Friday morning before responding with a series of whiteboard and butcher paper displays. The extent of what was presented was extensive and will need to be considered in depth. However, one thing that stood out was the lift up and lay back component. It was obvious to all delegates it would never be acceptable as the proposal was to continue as normal, however, a credit to the duty

cycle of “point 2” would apply for hours lifted up from the original start time and hours worked beyond the shift limit of the original sign off time.

Your delegates advised PN that it needed the package to be documented and presented formally, however, on a quick analysis of the Lift up and Layback proposal it was clear that what was presented was far from acceptable. The Lift up / Lay back component was just more of the same, with no clear indication PN would do anything to reduce using it as a rostering tool to cover deficiencies such as lack of qualified crews. Your delegates made it clear that members were prepared to resume industrial action to further their claims.

PN needs to get serious and start showing some good will towards its employees. For too long workers have not benefited whilst companies are increasing profits and productivity. So far, your delegates have worked on a number of rostering issues to provide PN with productivity gains yet PN have offered very little in return and continue to want monetary gains for any concession.

Today the RTBU has advised PN of its intention to resume industrial action from 0001 hours on Thursday 1 September. The actions advised are as follows;

“Nature of action: An indefinite ban on RTBU members covered by the Orders working on a Rostered Day Off (RDO).

Day on which action commences: 12:01am on Thursday, 1 September 2022 continuing indefinitely.

Nature of action: An indefinite ban on RTBU members covered by the Orders working overtime.

Day on which action commences: 12:01am on Thursday, 1 September 2022 continuing indefinitely. “

Whilst the latest round of industrial action is commencing with an overtime ban, actions will ramp up if necessary, should PN continue to not recognise members’ concerns and take matters seriously.

The next negotiation is scheduled for Monday 29th and Tuesday 30th August in North Sydney.

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