



March 10, 2023

QUBE Members Enterprise Agreement Update 4

COMPARE THE PAIR

QUBE and Pacific National Bulk employees often perform the same work, in the same areas, at the same times. Despite this, QUBE employees are paid significantly less for the same jobs!

Did you know QUBE is actually a larger company than Pacific National? Did you also know QUBE pays bigger bonuses to management than Pacific National does? There is no credible reason as to why QUBE should pay their rail employees less!

Take a hypothetical example of fully qualified train drivers working trains out of Werris Creek.¹ Assume both a QUBE² and Pacific National Bulk³ employee are working the same roster in a week that sees them working 38 ordinary hours, 5 hours of OT, and spend 8 hours at Barracks incurring a detention payment (i.e. beyond 12 hours) – exclude any meal allowances that may or may not be payable. Then compare the pair – the Pacific National employee would earn nearly \$650 more just for that week alone! Maintaining this disparity over a year would equal more than \$30,000! Imagine the difference that makes.

QUBE employees should be catching up to Pacific National – not falling further behind.

QUBE members should vote NO to this deficient EA!

Not a member? Join today by following this QR code, or if you have any questions about joining, please contact the RTBU Head Office on (02) 9264 3400.



¹ Rates as at 1 March 2023, comparison ignoring duty cycles.

² Assuming current QUBE pay practices are correct, which is not accepted, with applicable rates being Ordinary time (51.45), OT (82.32), Barracks Det (51.45), no other allowances/payments applicable in the period.

³ Assuming PN rates per 2022 EA, with applicable rates being Ordinary time (46.83), OT (84.29), Barracks Det (84.29), Weekly Agg Allowance (146.69), Weekly APM (470.63), Weekly LL Allowance (32.82), no other allowances/payments applicable in the period.