



AURIZON BULK – OUT OF TOUCH IN NSW

The RTBU Locomotive Division has been made aware that Aurizon Bulk is considering sending their proposed Enterprise Agreement out for a vote in the coming days/weeks.

THIS PROPOSED AGREEMENT IS NOT SUPPORTED OR ENDORSED BY THE RTBU.

Aurizon is seeking clauses and arrangements that are far below Industry standards and will see Members go backwards.

THE RTBU IS ADVISING ALL MEMBERS TO VOTE NO.

The following highlights areas where the parties are substantially apart:

Barracks Detention - Payment for resting in Excess of 12 hours.

Aurizon Propose	RTBU Position
Bulk <ul style="list-style-type: none"> Payment at base hourly rate from 12 hours in Barracks (At rest). Hours are standalone from cycle hours. Intermodal - <ul style="list-style-type: none"> Payment at 50% of base hourly rate from 12 hours in Barracks (At rest). Hours are standalone from cycle hours. After 2 years, payment to revert to base hourly rate. 	<p>NOT AGREED - RTBU NSW Locomotive Division does not support any agreement that doesn't pay 100% from the 12th Hour.</p>

Double Barracks working.

Aurizon Propose	RTBU Position
<ul style="list-style-type: none"> 2 stays in Barracks when away from home station. Further stays in barracks can be undertaken if operational requirements provide no viable alternative to additional barracks working. Will be advised of working in the advice period. First barracks – in excess of 12 hours applies. Second barracks – all time paid as stand-alone up to sign on. Designated locations - These will be regional or remote locations currently 	<p>NOT AGREED - RTBU NSW Locomotive Division does not support Double Book-Offs/Barracks Working.</p>

<p>employed, and for future services where the service type will be similar to the services for which it currently applies.</p> <ul style="list-style-type: none"> 6-month review having reference to the ongoing requirement for customer delivery 	
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Temporary Transfer

Aurizon Propose	RTBU Position
	NOT AGREED - Not agreed as the company made subsequent changes outside of negotiations.

Car Driving:

Aurizon Propose	RTBU Position
No restrictions to car driving	NOT AGREED – Restriction on driving between 2200 and 0600

In Cab Camera Restriction:

Aurizon Propose	RTBU Position
No restriction	NOT AGREED . - RTBU NSW Locomotive Division position is that the EA should include clear wording against In Cab Cameras.

Shift Change:

Aurizon Propose	RTBU Position
<ul style="list-style-type: none"> For forecast working, after posting the working roster and prior to the posting of the daily roster, an employee may be advised of a change to the sign on time of a rostered shift in the appropriate advice period prior to the commencement of the shift. Such changes will be limited to 1 change only three hours either side of the original rostered sign on time for the shift. Advice period - The working roster will be available by no later than 1600 each day. This will confirm the allocation of work and sign on times for all shifts for the following day and up to 0600 the subsequent day, including barracks working. 	<p>NOT AGREED</p> <ul style="list-style-type: none"> For forecast working, after posting the working roster and prior to the posting of the daily roster, an employee may be advised of a change to the sign on time of a rostered shift in the appropriate advice period prior to the commencement of the shift. Such changes will be limited to 1 change only Two hours either side of the original rostered sign on time for the shift. Advice Period - Consistent with cancellations.

Weekends off Duty:

Aurizon Propose	RTBU Position
<ul style="list-style-type: none">• Will not be rostered with a start time later than 1200 on the day prior to commencement of a rostered weekend.• Master roster will contain Rostered Weekends Off of 1 in every 4 weekends. Does not apply in a start phase or at small Depots until employee numbers are sufficient to support "1 in 4" rostered weekends off.• The rostered weekends off are defined as being the period from 0000hrs Saturday to 0600hrs Monday.	<p>NOT AGREED</p> <ul style="list-style-type: none">• Discussions agreed on a hard sign off by 2000hours Friday as the company would not agree to a penalty payment.• Current Master rosters contain Rostered Weekends Off of 1 in every 3 weekends. We could consider a small Depot exclusion for 6 months only.• Rostered weekends off should be defined as being the period from 2000 hours Friday to 0600hrs Monday.

Blank Line Rosters:

Aurizon Propose	RTBU Position
Can only be rostered 18 shifts per 4-week period or by agreement with an individual employee.	NOT AGREED - 9 shifts per fortnight, with additional shifts being worked only by agreement for O/T rates. Cannot agree with averaging shifts over 4-week period.

Advice of Barracks working:

Aurizon Propose	RTBU Position
Prior to sign on, employees will be notified of an indicative sign on time for the return leg of barracks working. A definitive sign on time for the return leg will be provided in the relevant advice period if the working is known, but in any event will be no later than when the employee signs off from the first leg.	NOT AGREED - Advice for return leg MUST be given on advice of forward journey.

APPENDIX 6 - Minimum Accommodation Standards:

Aurizon Propose	RTBU Position
Drafting to streamline standards, and to recognise some challenges in regional locations.	NOT AGREED - Not Agreed – Company wording is a sneaky way to reduce the minimum star rating for areas and possibly introduce shared accommodation which is not acceptable and rejected by the RTBU NSW Locomotive Division.

Shift Limits:

Aurizon Propose	RTBU Position
<ul style="list-style-type: none">• Two Qualified Drivers – 12 hours• Two qualified Drivers, One Driver fully route qualified – 12 hours• Driver Trainer, Driver in Training – 12 Hours• All other crew configurations – 11 hours	<p>NOT AGREED</p> <ul style="list-style-type: none">• Two Qualified Drivers – 12 hours• Two qualified Drivers, One Driver fully route qualified – 11 hours<ul style="list-style-type: none">➢ When qualified Driver Mentor rate paid – 12 hours• Driver Trainer, Driver in Training – 12 Hours• All other crew configurations including train loading sites – 11 hours• Shunt Shifts 10 hours

Annual Wage Increases and Length of Agreement:

Aurizon Propose	RTBU Position
<ul style="list-style-type: none">• Year 1 - 5%• Year 2 - 3.75%• Year 3 - 3.35%• Year 4 - 4%	<p>NOT AGREED</p> <ul style="list-style-type: none">• Year 1- 5%• Year 2 - 4.75%• Year 3 - 3.25%• Year 4 – RTBU do not support a 4-year agreement.

The negotiation process with Aurizon has been challenging and frustrating, with the company often failing to listen to your delegates and officials concerns. They now plan to present an offer that deviates from discussions held. The RTBU negotiating team highlighted these variations, expressing the concerns and views of members and **YOUR** workplace representatives. Despite these efforts, Aurizon have not taken **YOUR** concerns into consideration. As a result, the NSW Locomotive Division is actively campaigning for a NO vote on Aurizon's offer. We urge all members to support this campaign and reject the offer so as to protect and advance our collective interests.

VOTE NO

Not a member? Join Today!

**if you have any questions about joining,
please contact the RTBU Head Office on (02) 9264 3400.**

