



RTBU NSW LOCO DIVISION NEWSFLASH

June 19, 2023

QUBE Members Enterprise Agreement Update

Protected Industrial Action Approved by Fair Work.

Late Friday afternoon, the Fair Work Commission approved the Protected Action Ballot. The RTBU has retained TrueVote to conduct the ballot electronically, making it easier for all members to have their say on what Industrial Action to approve.

The Ballot process requires QUBE to send through a copy of employee's details to the ballot agent by Wednesday. The independent ballot agent will then compare this information to the membership list provided by the RTBU. QUBE will not know who RTBU members are. Please make sure your details are up to date by Tuesday afternoon as the RTBU membership list will be sent Wednesday. The easiest way to update your details is to call RTBU Head office on (02) 9264 2511.

Details that are important to update:

- Full Name
- Date of Birth
- Work Email
- Private Email
- Mobile
- Work Location
- Home Address

If your details do not match, you may be ineligible to vote.

The ballot will be conducted electronically, and we will provide more details once the Ballot Agent provides the Protected Action Ballot Timeline. The Ballot will be open for 7 Days and is likely commence towards the end of this week.

Remember, only financial RTBU Members are protected to take action without repercussions from QUBE. If you're not a member but would like to stand up with the collective and fight for the pay and conditions that you deserve ... JOIN TODAY!

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What message does this send to QUBE Management?

Believe it or not, a massive “YES” vote on the Protected Action Ballot is more powerful than the actions themselves. A huge return on the PAB shows a united, organised, powerful collective of RTBU Members right across QUBE’s New South Wales operations.

Why are we taking action?

Unfortunately, the RTBU has been forced to take this decision owing to the negotiations reaching a point of stalemate. QUBE will not move above their offer of 6%,4%,4% and issues with the Enterprise Agreement such as,

- Overtime at 1.7
- Wage Increases of 8%,8% and 8%
- Back Pay from 1 April and a Sunset Clause to stop QUBE threatening to not pay Back Pay in the future.
- Sydney – 1 sign on location.
- Removal of the new Pencil Roster.
- Posting of the Working Roster by 1600hrs Thursday – no exceptions.
- Barracks Detention at Overtime Rate.
- Superannuation % to be matched with the Ex-IRA members.
- 1hr lift up and 2hr lay back anything outside of that is OT.
- Terminal Driver level to be added to the EA.
- Mentor Driver level to be added to the EA.
- Level 3 to be allocated a Mentor Driver.
- Driver Trainer allocation per employee % per depot say 1 in 15.
- Wasted and Barracks Meals to be increased like the Wage % yearly.
- Gym membership.
- No Available days.
- Removal of QUBE’s definition of the “Hourly Rate”.

The RTBU maintains the view that QUBE will benefit from the productivities they are demanding in this agreement. Members deserve to be compensated for this, and for the massive profits QUBE achieved over the last couple of years off the back of their hard-working employees.

QUBE went to great lengths in their recent Bargaining Dispute application to state how important they are to the NSW economy.



If this is the case, then QUBE should stop delaying the EA process, fix up all their mistakes, and pay you what you deserve.

Just a reminder about the Federal Court Matter regarding the non-payment of Loadings and Penalties, the RTBU Legal team has advised that this could proceed as early as this week. Again, if you're not a financial RTBU Member, then you will not be considered in the RTBU's case.

If I have any questions or queries, who do I direct them to?

As always, Members are encouraged to speak with your Depot Delegate, your Divisional Organiser or call the NSW RTBU Office on (02) 9264 2511.

Not a Member, Join Now

**If you have any questions about joining,
please contact the RTBU Head Office on (02) 9264 2511.**

