



RTBU NSW LOCO DIVISION NEWSFLASH

August 10, 2023

QUBE - Fair Work Commission Update

Your RTBU Locomotive Division Negotiating team returned to the Fair Work Commission Monday, 7 August 2023, for the continued conciliation with Qube management facilitated by Commissioner Crawford.

Monday's conciliation was productive to a point, with both parties continuing discussing their respective positions, exchanging offers, and overall, there was again some narrowing of the difference between the parties.

At the end of the conciliation, there was no agreement between the parties, which was disappointing to say the least. At this stage we are no closer to resolving the pay offer as QUBE have tied bargaining to its wish to settle all matters as a 'Global Settlement'.

What is a Global Settlement?

- Agreement on all matters for inclusion in a new EA, including the percentage increases for each year of a 3-year agreement.
- Members agreeing to Vary the 2015 and 2019 Enterprise Agreements
- Members agreeing to changes to the new EA regarding an "all up rate."
- RTBU to agree to discontinue the underpayment claim in the Federal Court and enter into a Deed of settlement to prevent the claim being brought up again.

Your delegates expressed a preference for a non-global settlement, seeking to simply resolve bargaining and let the Court claims play out. Qube were not willing to negotiate on these terms, but said their standing offer was 4% a year, and any agreement would still have changes regarding an "all up rate" to get rid of weekend penalties and other allowances.

Your delegates indicated to Qube that any 'Global Settlement' would need to be more financially generous than what Qube has been willing to offer so far. The Fair Work Commission made a non-binding recommendation that the 'Global Settlement' should provide pay rises of 8%, 6% and 6% over the next 3 years.

Where to from here? At this stage, we are waiting on QUBE to make the next step as the ball is in their court. No further meetings are scheduled. Qube retains the right to put an agreement out to a vote at any time it wants. Bargaining will become formally intractable in about 3 and a half months, allowing the Commission to intervene and settle any outstanding clauses.

Members will continue to receive regular updates as soon as developments occur.

Not a Member, Join Now

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

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