



RTBU NSW LOCO DIVISION NEWSFLASH

December 15, 2023

QUBE – Enterprise Agreement Update

EA gets the thumbs down AGAIN!!

QUBE Management has had a third attempt at sneaking through an Enterprise Agreement without an in-principal agreement from your Delegates or the RTBU NSW Locomotive Division. This would come as no surprise to members who have become accustomed to the lies and bullying tactics of QUBE.

In a short voting window of just 36 hours, 85% of return voters voted NO. This is the highest NO vote of the three agreements, which is no wonder as it was by far the worst of the three agreements put to members.

In other EA Bargaining news, QUBE has written to the RTBU Locomotive Division stating that QUBE is revisiting their bargaining position after the highest NO vote. QUBE, state they need to explore other options to unlocking value and savings in order to justify any further increases to their latest wage offer of 4.5%, 4.5% and 4.5% respectively.

In an attempt to achieve these savings, QUBE is proposing the following:

- removal of enhanced superannuation entitlements for employees who were covered by the old Independent Rail EA 2011-2014.
- reduce sick leave from 15 days to 10 days per year.
- removal of golden weekend parameters.
- removal of shift change triggers, except for lift-up / lay-back.
- removal of wasted meal allowance.
- removal of local working and local shift limits.
- removal of barracks detention, 40-hour pattern span and barracks meals, which would instead be replaced with a simple daily allowance.

This latest proposal by QUBE management is a massive slap in the face to members. After slashing the 26 June in-principal agreement of 6%, 5% and 5% to 4.5%, 4.5% and 4.5%, they now want to attack and remove entitlements that you have won and deserve to have, just to bring the wages up.

We wrote back to QUBE Management on 12 December 2023, asking for its written rationale for each of its proposed backflips on these well settled existing clauses and as a broader proposition,

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why does QUBE now, after an unprecedented “no” vote, proposed changes to the EA of items never raised in bargaining. To date, we have not received a response.

Legal Proceedings.

- As you your aware, we were in the Fair Work Commission on QUBE’s application to vary both the 2015 and 2019 Enterprise Agreements on the 6th and 7th December 2023. We were to be at the Fair Work Commission next Tuesday 19th December 2023, but this had to be extended to accommodate a transcript of evidence, and the closing submissions will now be heard on the 14th of February 2024.
- An intractable bargaining application is being prepared and will be filed to allow the Commission to step in and give members a replacement agreement that is fair, and contain a pay rise EVERY YEAR, but importantly it will not be based on any “non-permitted matters” for bargaining, claims like indemnities, signing of Deeds, and withdrawal of court proceedings, which includes the removal of the Federal Court underpayment claim.
- Finally, the Federal Court Proceedings regarding the underpayment claim will be heard in the new year.

QUBE Lockout Support Fund

In a sign of strong Union Camaraderie, each QUBE RTBU Locomotive Division member that lost money taking action against QUBE, received a \$500 gift visa card from the Lockout Support Fund. Members that received their visa card were very appreciative. Thank you to everyone that supported members through QUBE’s disgraceful 13-day Lockout.

Not a Member, Join Now

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

