



June 23, 2025

## **Aurizon NSW Coal Enterprise Agreement 2025**

### **Third Round of Negotiations Completed.**

Aurizon and your bargaining representatives met for three days (17-19 June) last week to continue negotiations for a new enterprise agreement. Topics for discussion from Aurizon's log of claims were redundancy entitlements and a network shutdown clause that extends the network shutdown to the Wollongong depot. Topics discussed from your log of claims were artificial intelligence & automation and delegates rights. Finally, a bi-partisan topic which was discussed was public holidays. Both parties wish to clarify the words in the EA to prevent any disputes in the future. Discussions continued in good faith with differences in positions being worked through constructively.

#### **Public Holidays.**

Both parties worked through the current public holiday clause to highlight confusing words and issues with the formatting. Currently, both parties acknowledge the grey areas in the clause, but have different positions on interpretation and application.

#### **Aurizon Claims.**

##### **Redundancy.**

Your representatives have agreed to most changes put forward by Aurizon. Although, the remaining sticking point is the addition of words into the redundancy clause that would diminish Aurizon's responsibility to provide additional support to employees affected by involuntary redundancy.

##### **Network Shutdowns.**

Your representatives have worked hard to find a way to implement a clause that brings Wollongong depot under the same clause as the Hunter Valley depots to allow Aurizon to conduct training, meetings and town halls etc. Through this process, your representatives have sought to clarify the intent of the clause which is that members will allow changes to their master roster for specific purposes. Any changes made by Aurizon outside the agreed purposes should result in compensation for the members.



## **RTBU Claims**

### **Artificial Intelligence & Automation.**

The increasing threat to job security from AI and automation is a critical issue that must be addressed. As we move into the new age, your representatives are committed to ensuring a more involved and collaborative consultative process is in place for the introduction of AI and automation in the future. Both parties shared their thoughts on the subject and work will continue at the next meeting.

### **Delegate Protection.**

Both parties agreed that workplace representatives play an important role in promoting the voices of all employees to management, but especially the voices of members who do not feel it is safe to speak up without a fear of retaliation. Your representatives explained to Aurizon that their role often puts them in conflict with local management. Consequently, delegates can be unfairly targeted for investigations that seem trivial or are common behavior amongst the wider work group. A list of items that your representatives believe will start to address the problems within Aurizon has been put forward and these items will be put into a clause for Aurizon to consider at the next meeting.

### **Moving Forward.**

The next round of negotiations will be held at the Hunter Workers building on 7, 8, and 9 of July 2025. If you have any questions or feedback on the EA, please reach out to your local representatives.

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