



July 15, 2025

Aurizon NSW Coal Enterprise Agreement 2025

Fourth Round of Negotiations Completed.

Your bargaining team hosted Aurizon representatives at the Hunter Workers Building on 8, 9, and 10 July to continue negotiations for a new enterprise agreement.

Hunter Workers, established in 1869, has long been central to the region's rich history of unionism and it is home turf for working class people. Negotiating at Hunter Workers is not just symbolic, but practical as well. Meaning your bargaining team can spend more time negotiating the items important to members. We thank Aurizon for agreeing to hold some meetings at Hunter Workers – choosing practicality and substance over a performative trapeze across the state.

During this round of negotiations, Aurizon and your representative continued discussions on clauses for network shutdowns, delegates' rights and artificial intelligence and started discussing rosters.

Network Shutdowns

Your representatives have worked hard to allow the shutdown clause to extend to the Wollongong Depot and have the clause reflect the original intent which was to allow Aurizon to change members zones to hold meetings and run training with all employees, not to change members zones for an operational purpose. Disappointingly, there has been no agreement reached on a replacement clause for network shutdowns, despite both parties being aligned on intent and making significant progress on proposed wording. Negotiations on a network shutdown clause have been placed in the bunker to allow negotiations on other items to take place. Your representatives remain hopeful that this item will resolve given the alignment on the intent of the clause.

Artificial Intelligence/Automation

As the threat of AI and automation grows, your representatives have made it clear in bargaining that any introduction of new technology must include enforceable protections for safe working and job security. A key part of our claim is to ensure increased support for workers affected by automation. At the last meeting, Aurizon acknowledged members' concerns and committed to providing a clause that would protect Aurizon's requirement to be competitive while also taking into consideration member's need to genuinely be involved in decisions that may impact their jobs and safety. Instead, Aurizon's proposed a clause that merely echoes existing consultation clauses which do not offer member involvement early on in the process of introducing AI/automation technology.

Working class people built the railway and have kept the railway running. It is unacceptable that those same workers face being sidelined in favour of shareholder profits. Your representatives will respond firmly with a clause that delivers real job protections and safeguards safe, reliable train services.

AUTHORISED: F Campbell Locomotive Divisional Secretary

Level 4, 321 Pitt St Sydney.NSW 2000



Workplace Representatives Rights

Your bargaining team provided Aurizon with new draft clauses to strengthen the rights of workplace representatives and continue negotiations for improved protections. These protections are designed to apply not only to delegates, but to all workplace representative, including HSRs. The proposed protections do not seek to create special privileges, but to address a long-running workplace culture where members report feeling unable to speak up without fear of retaliation, particularly workplace delegates. Your representatives' proposal includes paid time for representatives attending meetings with Aurizon, greater support for workplace representatives facing a disciplinary process, and the ability for delegates to be seconded to the union.

Aurizon's recent communication noted the withdrawal of a clause aimed at preventing the company from targeting representatives for redundancy simply because of their elected role. While that clause has been withdrawn from the current drafting, it remains an active claim. Your representatives believe this issue is best resolved as part of the broader discussions on redundancy and redeployment.

Again, it is not the Union's intention to improve conditions only for workplace representatives at the expense of other members. These protections are necessary to ensure that those who step up to defend collective rights are not penalised for doing so. If Aurizon wish to implement the proposed changes for all employees, your representatives are all ears. Rather than implying that representatives are pursuing personal gain, Aurizon should focus on creating a workplace where all employees, representatives, and members alike can speak up without fear. We now await Aurizon's response to these important proposals.

Rosters

One of the most important conditions for members is the roster. There were no surprises when Aurizon ran us through how expensive and restrictive Roster E is. In the previous bargain concessions were made to implement Roster E, like the increased roster cycle and extended shift limits. Yet, Aurizon is seeking to increase shift limits further and further reduce rostering conditions. At what point do members get to enjoy the improved conditions the roster brings without being asked to trade away other hard-won entitlements just to keep it? Your representatives have made it clear that while we remain open to discussions that improve the viability of the roster, Roster E must be locked in. Members deserve as much certainty as feasible.

The next round of negotiations are set down for 29, 30, and 31 July at Hexham depot. In the meantime, work will continue on drafting clauses and exchanging positions to ensure the time spent together is as productive as possible. As a reminder, when Aurizon seek feedback through supervisors, surveys, or Dropbox, members should be mindful that Aurizon may be using that information to inform its bargaining strategy. You are not obligated to participate in this process, and you are encouraged to direct any feedback or questions about bargaining to your local bargaining representative, who is best placed to represent your collective interests. Open communication with the RTBU ensures your voice is heard in a way that strengthens our position at the table.

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