



December 3, 2025

Aurizon NSW Coal Enterprise Agreement 2025

In the wake of misleading and divisive commentary from Aurizon's representatives, we feel it's important that this update begins with a vital distinction about the roles of those at the bargaining table.

Aurizon is represented by a group of management loyalists tasked solely with representing the interests of the company and its shareholders. They are focused on protecting profits and corporate interests, not on building a fairer workplace or improving your working lives.

Aurizon repeatedly attempts to muddy the waters in their EA updates and misleading workplace communications, implying they are also "your representatives" or part of "your bargaining team." Let's be clear: they are not. Aurizon's negotiators speak only for Aurizon. They do not advocate for you, they do not fight for your interests, and they certainly are not acting on your behalf. The people chosen to represent Aurizon have one purpose: to secure the best commercial outcome for the company.

Your delegates are the only party at the table elected by, accountable to, and acting for members. That is why unity and active member involvement are essential, and why any attempt by Aurizon to blur these roles will continue to be challenged.

Aurizon continues to claim they "know what members want" regarding wages and conditions, all while refusing to properly engage on how their proposals affect day-to-day work. They are drawing conclusions about employee sentiment without listening to the people who actually do the work.

While a small number of individuals may provide personal feedback directly to management, the overwhelming majority of members remain united behind their delegates and bargaining team. That solidarity is visible, it is powerful, and it is being noticed at the table.

We thank all members for their ongoing support, participation, and trust. Your delegates will continue to fight with determination and integrity for a fair agreement. An agreement that recognises your contributions, protects your conditions, and safeguards your wellbeing at work. Your delegates are working toward something more meaningful and lasting than some hollow praise uttered by "Million Dollar McKiever" at the next board meeting.

The latest in a long line of Aurizon whinges targets the number of claims your representatives have submitted. Let's be honest—the only reason there are so many claims is Aurizon's consistent mistreatment of members over the past four years. If the company actually treated staff fairly, there would be far fewer issues to fix.

Instead of crying about claims and trying to blame the union for "slowing the process," Aurizon should stop whining and start doing their job by responding to the issues raised. Some of the important claims Aurizon still haven't responded to include:

- Paying out sick leave when a member leaves the company.
- Paying members a fair amount when Aurizon cancel an overtime shift.
- A fairer classification system.
- Increased leave availability.
- Greater protection from the threat of casualisation.

If this bargain is to start progressing at a rate that members deserve, it is up to Aurizon to acknowledge their past behaviour and work with your representatives to build a fairer workplace.

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