



December 3, 2025

Aurizon NSW Coal Enterprise Agreement 2025

Further to the earlier newsflash, an update on specific items is included below.

Grain

Before negotiations on grain conditions even began, your representatives approached Aurizon with ideas aimed at making their operations more competitive. These proposals were taken to members working in grain services, who outlined which conditions could be accepted. We offered these productivity improvements in good faith, hoping to work together to reach an agreeable outcome.

Aurizon's response was shameful. At the latest meeting, they confirmed their position: they want the power to force everyone to work grain services and to force temp transfers with just three days' notice.

Ask yourself, why is this needed when they've never had to force anyone to temporarily transfer before? The answer is simple: Aurizon intends on stripping away all the positive aspects that entice members to temp transfer to outback locations. In other words, they are proposing conditions they know members won't accept so they'll need the ability to force you.

Aurizon also revealed just how greedy they are. Grain services are already profitable under the current setup, yet instead of working with your negotiating team to create conditions that benefit both members and the company, Aurizon wants to keep all the profits for themselves.

When it became clear that members wouldn't fall for this money grab, Aurizon reverted to one of their favourite tactics: fear. They claimed that unless your representatives agree to their proposals, Quirindi might have to close. Think about that, on one hand, Aurizon admit grain is profitable, paying members over \$15,000 a fortnight, and on the other, they threaten closure if members are unwilling to hand over every cent. This is nonsense, and your delegates will not be intimidated by it.

Wages

Aurizon is right about one thing; your representatives are holding firm on the wage claim. Members drove Aurizon's profits, and we're not asking for all of it, just a fair share of what workers delivered.

Aurizon has openly bragged about contract mechanisms that shield them from inflation, meaning they've already realised this pay rise, they'd just prefer to keep the spoils for themselves.

When asked how the pay claim compares to their profits over the last four years, their representatives shrugged and claimed they "didn't know." Convenient. Aurizon knows members have earned this money, they simply value shareholders above the workers who generate their revenue.

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Rosters

Aurizon have repeatedly said that 'Roster E' is not going anywhere and believe it is both good for them and good for members, unfortunately though they refuse to lock this roster in. To move negotiations forward, your representatives proposed to slowly improve the standard master roster conditions this EA to hopefully be in a position to lock in 'Roster E' in the future. True to form, Aurizon can't agree to this and instead push for more concessions from members. When 'Roster E' was first put to members it was advertised as 'cost neutral', but they still required the removal of the 76hr cycle and increased shift limits. We have already paid for 'Roster E', members aren't going to keep paying to keep it every EA.

Workplace Representative Rights.

Aurizon is attempting a divide and conquer tactic by highlighting the time taken to negotiate protections for people who stand up for members. These protections are not just being negotiated for delegates, but also HSR's. The implication that your negotiating team is trying to put delegates in a class above other drivers is ridiculous.

The proposed clauses simply allow delegates to attend training to better protect your workplace rights, hold paid meetings with members during shutdowns so the union can better represent member's views, and attend disciplinary meetings with members to prevent Aurizon's bullying tactics, on paid time.

The only reason these protections remain unresolved is because Aurizon wants to maintain the ability to mistreat anyone who challenges them. They prefer compliant employees who say nothing, rather than members who call out safety double-standards or question the removal of established conditions midway through bargaining.

Disciplinary Matters.

Your representatives proposed improvements to the disciplinary procedure by increasing the amount of notice before any formal meeting and including Records of Conversation in the disciplinary process. We wish we didn't have to make any changes to this process, but as is the case with most of your claims, they are born out of the actions from Aurizon.

Aurizon have emailed members with advice of meetings on their days off and given notice of meetings at times (like weekends) when they know it will be impossible for a member to access support. Aurizon is also fond of the tactic of asking members to come into a room for a quick chat where they are ambushed by two managers and a letter they are asked to sign. Aurizon doesn't give members time to consider their responses or reach out to anyone for support. It will come as no surprise that Aurizon wishes to keep the ability to use these stand-over tactics on members into the future.

Next Steps.

Unfortunately, Aurizon continues to refuse movement on key conditions, and in some cases refuses to even respond. While your negotiating team will keep pushing at the table, we will not sit quietly while Aurizon lectures members about being "grateful to have a job."

Your negotiating team has now met with the RTBU legal team to prepare the next stage of escalation in the fight for fair wages and conditions. If Aurizon won't listen through negotiation, they will hear from us through action.