



QUEENSLAND BRANCH

PN Coal Newsletter

AUTHORISED BY OWEN DOOGAN BRANCH SECRETARY

Level 1, 457 Upper Edward Street, Brisbane QLD 4000

Email: info@rtbu.com.au

Phone: Public 3839 4988

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Dear Member

PN Coal Qld Negotiations Update

PN Coal Qld negotiations continued this week after Management once again reviewed their position and held information sessions in business updates and informal depot discussions last week.

Not unexpectedly the message from the workplace was the same as your negotiation team have been putting forward at every opportunity, that there are things that need to be fixed in this agreement and nothing less will be accepted by the workplace.

With this in mind, it initially appeared at Wednesday's meeting that a few breakthroughs were in the wind, things like total remuneration rate, better ROP conditions, a workplace consultative group in every depot elected by workers to consult on future workplace changes, duty cycle as opposed to annualised hours, just to name a few.

Your negotiation team have pushed hard for a total remuneration rate, and whilst understanding this in itself is a pay rise "should it be accepted", then your team has taken this into account with no pay claim in the first 12 months.

PN Management met on Wednesday night and delivered another package yesterday that whilst the package recognises some of the core issues we have been fighting for, PN have used the opportunity to grab back in other areas.

PN Management must start realising that they have had a good run for 5 years and it's now time to start rewarding Traincrew who even with the best agreement remain a workforce with little prospect of planning a life outside work due to the nature of day to day type operations.

Closing negotiation for 2013 yesterday your team has committed to get feedback from the workplace on PN's latest offer, before negotiations resume in earnest in January.

Members note that your current agreement expires on the 7 January, however, under workplace legislation, will stay in place until a new agreement is finalised, The next meeting is scheduled for the 8 January, in the meantime, please talk with your workplace representative with your feedback or if you require more detailed information.

Below is a summary of the offer, as well as the current claims that the negotiation team have suggested.

#please note that this is not an exhaustive list just the main features of the offer made by PN#

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| Pay | <p>0% for January 2014, then CPI Jan 15, 16 (maxed at 3.5%)</p> <p>Reference Longevity bonus in EA</p> <ul style="list-style-type: none"> • <u>Workplace team claim</u> • Acceptance of Total remuneration in 2014 and 3 per cent in subsequent years |
| Total Remuneration | <p>Currently paid on: annual leave, compassionate, parental, Jury service</p> <p>Will also pay on Personal leave & OT (hours in excess of duty cycle). (Cash out of personal leave on base pay)</p> <p>(Not currently paid on: long service, personal, OT, bonuses)</p> <ul style="list-style-type: none"> • <u>Workplace team claim</u> • Paid on everything including bonus , excluding long service leave |
| Travel To Train Shift | <p>TTT (Travel To Train) Shift</p> <ul style="list-style-type: none"> – Up to 14 hour shift – Up to 2 hours passive travel (not credited to duty cycle) – Up to 12 hours safety critical duties (credited to duty cycle) – TTT shift will apply when the train is not able to get to the specified change point at the scheduled time. The TTT shift will allow the train to keep operating – Nebo trial, based on master roster change if results in 5 and 4 roster – - For any other depots, consultation as per WIF and master roster change process where operational model suits TTT <ul style="list-style-type: none"> • <u>Workplace team claim</u> • Not accepted , no meaningful discussion has been had |
| Duty Cycle | <p>Duty cycle based on 10 rotations of master roster e.g. on a 6 and 3 master roster = days</p> <p>Min operational shift = 6 hours except for meetings, training & travel which is a minimum of 2 hour</p> <ul style="list-style-type: none"> • Workplace team claim • 9 rotations , min shift 8 hours excluding travel and training and meetings , based on ordinary hours NOT ROP WORKING |
| Additional hours | <p>Any additional hours worked above duty cycle hours paid at 1.7 at Total Remuneration</p> <ul style="list-style-type: none"> • <u>Workplace team claim</u> • Satisfied |
| Leave | <p>Hours credited to duty cycle based on roster i.e. 6 and 3 equates to 8.12 hours</p> <p>Ability to cash out Annual Leave based on prescribed criteria i.e. retain minimum</p> <p>190 hours can only be exercised once during the life of the agreement.</p> <p>Cash out at base pay</p> <ul style="list-style-type: none"> • <u>Workplace team claim</u> • Further discussion required |
| ROPs | <p>ROP's defined in EA. e.g. 32, 24, 24 for 3 ROPs (80 hours)</p> <p>Best endeavours to have off by midnight, up to 0300 going into ROP. Best endeavours to start after 0400 on first shift after ROP.</p> <p>Working ROPs – at single time credited to duty cycle</p> <ul style="list-style-type: none"> • <u>Workplace claim Team</u> • Paid at 100 per cent of total REM plus 50 % credited to cycle hours • Best endeavours removed and MUST inserted • Off by midnight not on before 0600hrs or a penalty to apply |

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| Lift Up - Lay Back | Definition in EA Lift up and back hours in EA - 2 and 4, as per current RCOP <ul style="list-style-type: none"> • <u>Workplace Team claim</u> • <u>Satisfied</u> |
| Employee Forum | Workplace improvement forum (WIF) – quarterly. Emp reps & mgt per depot equal number (up to 60 employees= 2 reps, 60+ 3 reps to discuss: <ul style="list-style-type: none"> - ROP shoulders in each depot - Permanent accommodation matters - And any other workplace matter <ul style="list-style-type: none"> • <u>Workplace claim Team</u> • Elected by members of the workforce • Major change must be voted on • Remove discuss insert consult (separate consultation clause) • Considerably more discussion and agreement on how this forum would operate , but in favour of having a workplace consultation committee |
| Shift lengths/limits | 12 hour shift limit, 9 hour DOO – in EA <ul style="list-style-type: none"> • <u>Workplace claim Team</u> • More discussion on what makes up a TDO configuration |
| Barracks/ Home depot | 8 hour min stay in barracks & max period of barracks job 36 hours Barracks allowance \$ in RCOP, Referenced in EA and adjusted in line with ATO guidelines Home depot as per current EA <ul style="list-style-type: none"> • <u>Workplace claim Team</u> • More discussion required on DOLLARS for barracks allowance |

Please remember , this is just a snap shot of some of the more important issues that are outstanding, there has been months of negotiations that have delivered positive results in some lesser areas of the agreement, however these major issues above are still outstanding.

Wishing all our members a merry and safe Christmas period, I hope you all get to spend some quality time with your family and friends



Bruce Mackie
QLD State President