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Dear Member

Update: PN Coal Negotiations

Well the long anticipated letter from PN arrived late on Wednesday night and did not provide a great deal of comfort to RTBU Delegates involved in the negotiations. Strangely, the 8 page letter with a further 35 pages in appendices was sent to the Union under a cover letter merely advising of the attached, but only addressed to our delegates.

Given that the structure of this letter appears to be designed for future evidentiary (in court proceedings) purposes, this bizarre way of communicating the PN Queensland Coal negotiators reply to the Union may be due to some legal angle for the future. Regardless of this we have now received a response which I will now address.

As explained in previous newsletters, there have been some good gains in negotiations, such as:

- Maximum driving hours,
- Conditions of Barracks,
- Formulation of workplace improvement committees,
- Maximum hours of barracks jobs to 36 hours
- A slight increase in barracks allowance

However, important issues are yet to be resolved and, in some cases, there has been little or minimal movement by Management. The company has not moved from the original demand that any improvements including pay rise cannot cost more than anticipated CPI increases, and this had been reaffirmed in the latest correspondence. This position, on the back of a 5 year Bosses' Agreement, has simply infuriated Traincrew.

Your union has made it abundantly clear to management that Traincrew are looking for improvements that make the job more workable and predictable giving workers a better work/ life balance. The offer from PN management does not come close to this.

We ask that members give feedback about the current proposal on the table from PN and such feedback will be referred to the RTBU State Executive who will meet next week to consider this feedback, as well as that already received, before determining the Union's next step.

It is clear that PN management will not move from their line in the sand and all workplace reps have grown very frustrated at the attitude from PN, whilst they will try to convince you they have listened and tried to negotiate, they have never moved from their original position that any increase must not exceed CPI.

PN has had a 5 year Greenfield Agreement that was written by the employer (PN) in favour of themselves that gave the bosses huge flexibility and left Traincrew living a very uncertain life when it comes to rosters etc. For all intents and purposes, this is the first time current employees have had the opportunity to seek their side of the bargain and, understandably, PN Queensland Coal Traincrew does not see PN's WorkChoices Agreement as a middle ground starting point.

The Company are on record of saying they have given a lot. But what they don't advise you is that most of these "concessions" are current practises already in place through PN policies which they have been persuaded to lock into the EA or things that are of little or no cost to them.

More significantly, some of the more important issues have not been addressed to satisfaction including:

- Pay increase
- ROP working
- ROP shoulders
- Duty Cycle length
- Annual leave deductions and how and when it is deducted
- Min conditions for Motor Vehicles
- Maximum hours of self-drive in motor vehicles
- Defined sign on points

One of the big issues is TTT however in the latest correspondence PN have increased the maximum of 12hrs safety critical to 14hrs safety critical plus 2 hours passive time, meaning potential 16hr shifts.

You can find PN Management's correspondence (8 page letter and 35 pages of appendices) on the RTBU webpage www.rtbu.com.au or go directly to it through the following link:

[PN Coal Qld Enterprise Agreement for Traincrew Bargaining Update](#)

Feedback should be sent to info@rtbu.com.au and the outcome of your State Executive's deliberations on the feedback will be forwarded to you next week.

Unity is Strength

A handwritten signature in black ink, appearing to read 'Bruce Mackie', written in a cursive style.

Bruce Mackie
QLD State President