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Dear Member

RTBU achieves employment security through restructure dispute

Trackworkers, etc: "Spill and Fill" In the last circular we advised you that your Union had issued QRN with several dispute notices over proposed restructure changes. One of those disputes was around employment security and employees in Infrastructure having to re-apply for their own positions through a 'spill & fill' process.

QRN were not prepared to move on this issue during the consultation process. However I am pleased to say that as a result of the RTBU progressing this matter through your Enterprise Agreement Dispute Settling Procedure the RTBU has succeeded in achieving the withdrawal of the QRN "spill and fill" plan for Trackworkers covered by the relevant Infrastructure Agreements (Civil Infrastructure, etc).

We can now inform you that through the dispute negotiations held on Monday and confirmed at a Fair Work (Federal Industrial Commission) conference yesterday, the RTBU has achieved a commitment from QRN, as follows:

- 1. Infrastructure workers will not be required to submit an EOI for a rail infrastructure role;**
- 2. It will be assumed that infrastructure workers wish to stay with QR National in a rail infrastructure role in their current location unless;**
 - **they either submit an EOI for VR; or**
 - **submit an EOI for redeployment into another role or to another location;**

3. QR National acknowledges the reciprocal obligations and reinforces its commitments under clause 37 of the Civil Maintenance EA - the "Maximising Employment Security" clause - and in particular clauses 37.3 and 37.7.

At the Fair Work conference yesterday, the RTBU sought confirmation from QRN that any other infrastructure workers in a similar situation covered by other Agreements would be treated the same in respect of the removal of the spill and fill proposal. The RTBU received clarification that while point 3 above only mentions the CI Agreement, it is meant to apply to all those affected even if they are under a different agreement given the terms of those EBA's are similar.

Outsourcing Telecommunications Work One of the most serious issues emanating from this restructure is QRN plan to wipe out the role of Telecommunication workers and contract it to the private sector. The RTBU considers the concept of this to be fundamentally flawed both from a business and industrial perspective.

The disputes relating to Telecommunication Technicians as well as Substation Electricians was pretty simple. That is that RTBU members should be shown some respect and provided with a solid proposal to consider before consideration of any redundancies or redeployments are talked about. The proposal for change put by QRN was simply to develop one over time but in the meantime potentially strip the area of staff. This could have crippled the systems and left those who remained overworked and under resourced.

Following the dispute conference with Fair Work Australia Telecommunication Technicians and Substation Electricians are no longer subject to the expression of interest process. When or, more to the point, if QRN are able develop a proposal to remove this work from within QR at some time in the future they will commence the consultation process at that point.

Wiping this work of the face of QRN appears to be the entirely wrong course for QRN to follow. The RTBU does not accept the inevitability that this will occur and will continue our campaign to protect our members' jobs in this area.

A number of other Disputes over the restructure are still unresolved and further discussions will occur in Fia Work tomorrow in respect of these matters.

Unity Is Strength,

A handwritten signature in blue ink, appearing to read 'Owen Doogan', with a long horizontal flourish extending to the right.

**OWEN DOOGAN
BRANCH SECRETARY**