

10th October 2012

Dear Member

Update: Notice of Dispute Issued on QRN Infrastructure

With reference to my previous newsletter,

As a result of Your Union issuing a Notice of Dispute around a serious lack of consultation with Your Union and the workforce about major roster and structural changes in infrastructure, QRN were quick to facilitate a meeting this morning.

At this meeting Your Union put forward grave concerns about the lack of consultation that occurred as well as opposing the view that QRN holds, that this is simple changes in rosters and as such should be dealt with under 'alteration of roster arrangements' provisions of agreements.

Your Union put forward that QRN's argument is not only seriously flawed by what is being proposed in the remuneration package put forward for NON-ERP employees in the track side systems agreement, but undermines the whole agreement structure as the fall back agreement for those workers on ERPs.

What QRN has put forward is offering deals outside of the agreement to a group of workers being affected by proposed changes to the spread of hours (those workers not covered by ERPs in the trackside systems agreement), where in fact full penalty payments would be required and Your Union is still perplexed on how they intend to achieve this.

The agreement is very clear

Trackside Systems Enterprise Agreement 2010 states:

Spread of hours

54.2 The spread of hours for which ordinary hours are to be worked will be from 0600 to 1800 hours. All work outside of the spread of ordinary hours will be paid at **overtime** rates

By **agreement between an employee or group of employees** and the company, the spread of hours may be amended to alter the times at which penalties or other

payments may apply

Should you not AGREE then the spread of hours CANNOT be changed, this is why we believe QRN are using a system of opting out, as if you do not have your say then it will be taken that you agree.

Your Union is a membership based organisation and will always be driven by the feelings of members, therefore to hear the views of members, union consultation meetings will be held in all affected depots next week.

The dates for feedback to be received have been put on hold and a new timetable will be developed once the dates for the union consultation meetings are set.

QRN has the ability to propose alternate rosters in line with current industrial agreements and there is a well-worn process for this to occur and Your Union encourages members to be involved with alternate proposals and discussions in your workplace about rosters as the end result will have an effect on your work life balance, as well Your Union has pursued to be involved with the consultation process of the new rosters.

QRN are proposing a major shift in the way that Infrastructure rosters are to be worked including rolling 7 day a week rosters and rapid response groups, whilst today this may be the norm for some workers it is new territory for others, hence Your Union is calling for full and frank consultation on the changes.

On a positive note, some depots have already put forward different variables to QRN's proposed rosters and I am pleased to say that local management are looking seriously at all alternatives.

QRN are working with Your Union to develop a timetable for workplace consultation meetings next week and I strongly encourage members to be involved.

Members are asked to stay vigilant in the workplace for these types of issues as well as attend workplace meetings as they are arranged.

Members will be kept informed as this issue progresses.

Unity is Strength

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

Bruce Mackie

QLD State President/Central Division Organiser

Sarina