

# Rail, Tram and Bus Union



## RTBU – PacNat Member's Union Collective Agreement 2009 Update *Newsflash No 8* 6<sup>th</sup> July 2009.

### Members Update

Further to our previous Newsflash No 7, members are advised that a meeting has been arranged with Pacific National tomorrow (7<sup>th</sup> July 2009) between 10am and 1pm to progress the Part A – Common Clause provisions of the Collective Agreements through the comparison of both organisations Part A Documents.

The intention is to see if there is a way of accommodating the position of the RTBU of “*not changing existing entitlements / conditions*” and the Company’s of “*making the clauses less wordy*”.

We will also seek to come to some agreement on what clauses actually make up the Part A – Common Clause provisions as our document identifies a number of clauses which the Company have not included in their document.

The results of tomorrow’s meeting will be taken back to the Common Clause Delegates who are meeting on Thursday this week to consider the outcome of tomorrow’s meeting and discuss other issues associated with the Part A provisions.

From our last meeting with the Company they seem to be focused on the following 3 Clauses which they have identified as possibly providing some “*productivity improvements*”:

- **Sick Leave** (reduce from 15 to 10 days)
- **Redundancy** (reduce entitlement for new starters from a maximum of 80 weeks to 52 weeks)
- **DSP and what they call Change and Continuous Improvement** (*consultation*). They are proposing removal of the Status Quo, and wording such as:

*“However, this consultation shall not give cause for any delay to the implementation of the change nor shall there be any obligation on PN to obtain the agreement of the Employees to the change”*

and

*“Where, PN exercise its rights to implement significant change in the workplace and the Employees disagree with that decision and implementation of the change, **subject to there being no stoppage of work or rejection of implementation of the change, the employees or their representatives may refer the matter in dispute to the FWA in accordance with clause ??, Resolution of Disputes.**”*

We have also advised the Company that:

1. Whilst we acknowledge their position regarding “*the quantum to be determined on a business by business basis and not at a whole of PN level*” the RTBU does not agree with this and remains committed to a Company wide wage and term of agreement/s outcome.
2. As a sign of good faith and in line with the Company’s actions during the Pacific National Victoria negotiations, we seek a 2% interim wage increase be applied across all business groups and classifications covered by the current Collective Agreements effective from the 1<sup>st</sup> July 2009. This 2% will be discounted from the final negotiated wage outcome. ***(the Company has yet to respond to this).***

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*Additional Newsflashes will be issued as developments occur, and that at the time of writing, no further meetings with the Company had been arranged.*

*Also it is important that we continue to get information about what the Company has put out and about saying (if anything) on what they are planning for any of the Business Group Agreements.*

*I ask that any such information be given / advised to your local delegate, State Branch and or emailed / faxed to the RTBU National Office. Copies of company newsletters, notes taken by you or individual members from Company held meetings etc should all be sent in. Even if we get the same information numerous times, that’s better than not getting it at all, so you should assume we have not seen it nor do we know about it, and send it through.*

***Do not assume or expect that someone else has sent it to us.***

*I ask that you continue to support your Delegate and offer to assist them when needed as they represent you and your Union prior to, during and following the Campaign.*

**Newsflash!@Home.**

If you would like to receive future information to your personal home email please email Bob Hayden at [rhayden@rtbu-nat.asn.au](mailto:rhayden@rtbu-nat.asn.au) with your name, your location, your classification and your email address and you will be added to the email list.

## **YOUR RIGHTS AT WORK..... WORTH FIGHTING FOR!!**

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