

Rail, Tram and Bus Union



RTBU – PacNat Member's Union Collective Agreement 2009 *Update Newsflash No 18* 1st February 2010

Members Update

This Newsflash is to update members on the EBA Negotiations following the Xmas / New Year break.

Whilst a number of Business Group negotiations occurred over the Xmas / New Year period, negotiations commenced in earnest last week, when all Business Groups met to progress negotiations.

Whilst we were hopeful in making substantial progress on the outstanding matters across the various Business Groups and Classifications it seems we are beginning to reach the point where your Campaign & Negotiation Committees will be left with no alternative but to consider our options, and membership sentiment on the way forward.

Whilst there remains major sticking points across all Business Group negotiations, the issue of the Companies (predominately the Coal Division) position regarding Administration / Support employees and the attempt to remove a large number of positions from the classification structure and move such onto Appointment Agreements which would be underpinned by the Award (currently they are underpinned by the Enterprise Agreement). Both Intermodal and Bulk have stated that they will continue to underpin A.A's by the Enterprise Agreement (no worse off overall), Coal refuses to give any such undertaking of the current classification positions.

This is a fundamental issue for the RTBU and is an attack on existing classifications and structures. The classifications in the new Rail Award are vague, and it is up to the employer to determine which level best describes an employee. In addition, as the minimum conditions are substantially lower / inferior to the Enterprise Agreement, it is seen as an attempt by Coal to reduce wages and conditions (although Coal dismisses this).

The Assistant National Secretary recently wrote to the Coal Business Group regarding the issue and they did not answer any of our questions, thus leaving your Union and Administration employees without a doubt of their position.

The RTBU's position as endorsed by the combined PN Delegates is that we seek to negotiate a single Administration Section which would apply across all Business Groups and be inserted into each Agreement.

Coal's position is seriously placing the whole negotiation process in jeopardy.

Part A – Continues to be finetuned.

The Part A section continues to be finetuned and discussed with the RTBU today emailing another amended version to PN for their comment. In principle agreement is yet to be reached.

Should we not be able to get Part A agreed in principle shortly, we will be left with no alternative but to review our continued participation in the Part B process until Part A can finally be agreed in principle, so a copy can be sent to your Campaign Delegates for their information.

Your Part A Negotiating Committee meets again this Thursday the 4th February and will no doubt be discussing not only the issues raised in this newsflash but other matters which are outstanding with the Company including wage claim, classifications and back pay which the Company still refuses to commit to.

Members will be advised following Thursday's meeting and any decision which would require membership feedback either formally or informally.

Delegate Business Specific negotiation telephone updates are being arranged and following these hook ups, members wishing to find out about their Business Specific Negotiations, will be able to contact their depot delegate.

Dates and times for each Business Specific hook up will be advised to members via news flash later this week once they have been confirmed.

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 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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