

Rail, Tram and Bus Union



RTBU – PacNat Member's Union Collective Agreement 2009 Update *Newsflash No26* 8th April 2010

“Special Newsflash for Administrative Supervisory Technical and Professional Members Regarding Enterprise Agreement Negotiations”

Several members have enquired over where negotiations are up to, so far as Support Staff are concerned and the fact that there has been no mention of their issues in recent management correspondence.

Intermodal Division (Terminals)

After in principle agreement was reached on the majority of issues the RTBU sent our draft document to management. Management were to review and respond with any concerns, and also provide detail of their proposals and Job descriptions surrounding Customer Service Staff transitioning to the Support Structure.

The RTBU wrote to management last week seeking a response, Yesterday a verbal response was given to the RTBU as follows;

- PN have gone through our draft and cannot see anything major (just some minor issues which they will respond to by early next week)
- The Position Descriptions for the Customer Service rolls are 95% complete, and the Hay evaluation of the roles has been done. Details will be provided to the RTBU once finished and confirmed with local Management.
- The CSC role transitions may be an issue that we would have to work through.
- PN would like to arrange another meeting once they have got everything to us.

Members can be assured the RTBU will not accept dumbing down of roles and that no one will be disadvantaged.

Members would also be aware that in recent correspondence from management regarding pay rises the following requirement has now been placed on the table.

“Expand lift up and lay back to all Terminal operations at all locations by removing site and roster make-up limitations”

Bulk Division

After in principle agreement was reached on the majority of issues some weeks ago the RTBU sent our draft document to management, which Management were to review and respond, with any concerns.

The RTBU wrote to Bulk Management last week seeking a response and again sought clarification yesterday. Management have advised they will respond next week.

Coal Division

After in principle agreement was reached some weeks ago, Coal management were to draft their document and provide the draft to the RTBU. After a lengthy delay the RTBU received the document on 23rd March.

When received the RTBU were bitterly disappointed to say the least. The majority of issues discussed and agreed either were not changed or missing from their document.

Emails were exchanged with the coal GM and we were advised on 29th March, that the issues raised would be worked through and a response would be received after the Easter break.

Yesterday we were advised that the GM wanted to go through the issues with the HR manager who has been on leave, and that a response will be provided next week

Operational Services

As Operational Services staff, are managed by Both Coal and Intermodal Management, there appears to have been some confusion and indecision within PN as to how this agreement was to be negotiated.

Coal Management had stated that they intend to include Support Staff that work in the Coal Division in the Coal Agreement (*which the RTBU supports*), however this was not confirmed in their draft document.

After weeks of indecision Intermodal management, yesterday confirmed verbally that they too, will include Operational Services Support staff, in the Intermodal Terminals Agreement (*which the RTBU supports*).

Pay Offer

Members need to be very clear that the current offer by PN is 10.5% over three years.

The 13% figure being promoted by management ***is conditional on staff accepting the recent proposals put forward by management.*** As you would be aware the large majority of these proposals surround train crewing and are considered unreasonable by train crew, and even if accepted the thirteen percent is not guaranteed.

Members are reminded the negotiation committee recommend members, tick all boxes regarding proposed industrial action when voting in the ballot process.

All members are urged to speak with any new staff in your area to make them aware of current negotiations. Any member who is unsure or needs clarification on any issue should contact your delegate or State Branch Organiser.

Where management seek to engage members in conversation on negotiations you should let them know of your displeasure.

Any correspondence / Notices etc distributed by management in your area should be faxed or emailed to the National office.

Additional Newsflashes will be issued as developments occur.

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 rbayden@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!!

Issued by: Bob Hayden, RTBU Lead National Organiser.
Authorised by: Allan Barden RTBU National Secretary, 83-89 Renwick St, REDFERN NSW 2016.
Ph: (02) 9310 3966; Fax: (02) 9319 2096. E-mail: rtbu@rtbu-nat.asn.au
Web: www.rtbu-nat.asn.au