

# Rail, Tram and Bus Union



## RTBU – PacNat Member's Union Collective Agreement 2009 Update *Newsflash No 29* 22<sup>nd</sup> April 2010

### Members Update.

Members are advised that the National Secretary received correspondence from Pacific National yesterday in response to his letter to the Company following our last Wage negotiation meeting.

*The Company responded as a whole and also from each Business Group with the major points being as follows:*

- They confirm that their pay offer was 10.5%, (2.5 + 4 + 4) and that the first increase would apply from the 1<sup>st</sup> July 2009.
- They propose to increase their offer to 13% in total if the additional matters as previously advised (see Newsflash 28) are acceptable to employees and their representatives.
- They are of the view that there is the potential for different wage outcomes and would like to hold separate Business Group (Part B) meetings to discuss the additional items they have linked to the 13% and try to reach a negotiated outcome.
- They believe that a collective negotiated pay outcome will not result in a timely conclusion to the current negotiations, nor would it reflect the differing degrees of flexibility negotiated by each PN business.

*Each Business Group responded additionally as follows;*

#### **Coal**

- Confirmed that the 13% was linked to employees agreeing to the 2 additional items as confirmed in Newsflash No 28.
- Advised that they were prepared to meet with the RTBU to continue to negotiate with the intent of discussing an alternate wage proposal.
- To achieve this outcome Coal would be looking at a *remuneration agreement that would be in part linked to business performance* to be able to move towards the RTBU claim and include the previous 2 additional items.

#### **Intermodal**

- Confirmed that they were willing to explore the following options as possible outcomes that would be satisfactory to both sides.

1. Continue discussions in regards to additional Part B items with a view of achieving an acceptable Part B outcome in return for a 13% wage increase over 3 years.
2. An alternate wage structure which would incorporate a component of wage increase comprised of a *performance related payment scheme*.

### **Bulk**

- Confirmed the pay offer of 13% over 3 years is achievable on the basis that the two additional flexibilities as discussed on the 7<sup>th</sup> April 2010 (*as included in Newsflash 28*) are agreed.
- They are also prepared to negotiate around how a final pay outcome might be structured including consideration of a *performance related payment scheme*.

As can be seen there is a common thread to all PN business responses, this being the reference to “*performance related payment scheme*”. No further detail is provided on what is meant or proposed by each business group, i.e.; is it individual, work location / group or whole of business linked, but one can imagine what may be proposed.

The RTBU is apprehensive about any form of performance related payment scheme, where such a scheme is linked to unachievable targets, matters which are totally outside the control of the employees (such as on time departure and or arrival of trains) and employee attendance where such may lead to employees attending for work sick and or injured just so they can meet their target/s.

In response to the above the RTBU have today written to PN advising that we are prepared to meet and continue to try and finalise the Business / Classification specific sections of the agreements but based on these negotiations being in an effort to achieve our claim of 15% over 3 years.

Further PN have again been advised that our claim of 15% over 3 is across the board irrespective of business group and/or classification covered by such agreements, and we do not accept the possibility of different wage outcomes between PN businesses.

We expect meetings, should PN agree to take place next week but as yet no meetings have been arranged / confirmed.

## **YOUR VOTE COUNTS**

Members are reminded that voting closes at 10 am on the 27<sup>th</sup> April (next Tuesday) and as such members should have voted by now and ballots should be in the post no later than Friday as Monday is a public holiday.

For the ballot to succeed we need to have:

- At least 50% of eligible voters covered by each agreement must have voted; AND
- At least 50% of the valid votes cast were in favour of industrial action.

This means that each Business / Agreement Ballot will rise and or fall on its own.

*For Example:*

1. If all of our Intermodal Train Crew members vote, their votes will only be counted in the Intermodal Train Crew ballot – they will not be used to make up numbers in Coal, Bulk, Operations Services and or Terminal Operations. Even if over 50% of our affected PN members vote, each ballot will only succeed if 50% in each Agreement have voted, and then whether a majority of those votes support the action.
2. If for example Intermodal Train Crew do not get 50% of members covered by that Agreement to vote and or do not get 50% of those who vote to vote yes then Intermodal Train Crew will not be able to take any Industrial Action.

**MEMBERS SHOULD MAKE SURE THEY HAVE VOTED AND THAT THEIR WORKMATES HAVE VOTED BY THIS FRIDAY.**

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*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 [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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