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Dear Member

PN Coal Qld Negotiations Update

PN Qld Coal negotiations continued this week after management once again reviewed their position and held information sessions over the Christmas break.

Whilst initially discussions were exuberant on Wednesday, on Thursday another offer was provided by Management that, to be blunt, fell well below expectations of a fair and reasonable outcome. Further, the PN Management team advised that this was “the last blood in the stone” and that they wish to start drafting an Agreement from next week to present to the workplace.

Your Union advised that the offer on the table was certain to be rejected by the workplace and that it falls far short of expectations from the workplace. The offer does not address the content emanating from the extensive feedback your Union received over the break.

The RTBU, and particularly the representatives involved in negotiations, have worked very hard over many months and there have been some good gains with many of the issues. However some major issues remain and these are the issues that will most likely see any PN Management draft Agreement overwhelmingly rejected by you and your colleagues.

Pay Offer	1.5% for January 2014 1.8% for January 2015 1.7% for January 2016
Travel To Train Shift	TTT (Travel To Train) Shift – The parties agree to undergo CONSULTATION (NB not agreement) on a process to introduce TTT into NEBO only in the life of this agreement – Implementation subject to commercial and feasibility criteria
Duty Cycle	Duty cycle based on 10 rotations of master roster e.g. on a 6 and 3 master roster = days Time worked on ROP credited to the cycle at 1.7 Hours worked in excess of duty cycle paid at total remuneration Where unable to access network, IE flooding credit all staff up to 7 days at average shift length Min operational shift = 6 hours • NOTE # if you work an ROP there will be no extra payment unless you exceed your cycle hours

Additional hours	Any additional hours worked above duty cycle hours paid at Total Remuneration
ROPs	<p>ROP's defined in EA. e.g. 32, 24, 24 for 3 ROPs (80 hours)</p> <p>Best endeavours to have off by midnight, any time worked after midnight will be credited to the duty cycle at 1.7</p> <p>Best endeavours not to commence on first day back before 0600 , but if required to start before 0600 hrs worked before 0600 will be at 1.7 paid to the duty cycle.</p> <ul style="list-style-type: none"> <i>In short, in respect of ROPs, the only payment you will get for excess hours is if you exceed the hours in the duty cycle and these will be paid at total remuneration rate.</i> <p><i>Traincrew made it abundantly clear there is an expectation if you work and ROP there needs to be some immediate payment for that time, rather than waiting until the end of the cycle and hope you exceed your duty cycle hours.</i></p>

Once this package was delivered your negotiations team took time out to discuss this “last blood out of the stone” offer and it was unanimous that it would be rejected by the workplace and this was duly explained to PN Management team.

The RTBU negotiators believed that negotiations should continue in good faith. They believed it was worth trying to achieve a set of conditions that could result in an Agreement being drafted that had some likelihood to be acceptable to a critical mass of PN Queensland Coal Traincrew.

Not surprisingly the PN Management team’s response was that this is the final offer and they wish to start drafting from next week on with no further negotiations.

Given that what is on the table presently is so far from that desired by Traincrew, the Union is baffled at the intentions of PN Coal to proceed with drafting an Agreement which based on feedback from members, will clearly be rejected.

It is certainly hoped that this is not merely an attempt to impose a wage freeze by extending the negotiations out through implementing this process.

Whilst the RTBU will currently give the benefit of the doubt to the employer that they would not act in such an unprofessional manner, the Union will be seeking the eventual remuneration package to reflect a reasonable increase from the expiry date of the current Agreement to the conclusion of the next Agreement.

The RTBU will be consulting with members and feedback to this report is welcomed.

Unity is Strength



Bruce Mackie
QLD State President