



QUEENSLAND BRANCH

PN Coal Newsletter

AUTHORISED BY OWEN DOOGAN BRANCH SECRETARY

Level 1, 457 Upper Edward Street, Brisbane QLD 4000

Email: info@rtbu.com.au

Phone: Public 3839 4988

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Dear Member

PN Coal Qld Negotiations update

As PN Qld Coal negotiations continues but not a lot of progress was made last week. Unfortunately there appears to be a degree of inflexibility on the part of Management which is most likely due to the fact that, for all intents and purposes, the current Agreement is entirely their baby. However we are persevering with negotiations and minor progress has been made.

As stated above, there was some agreement in principle on some reasonably significant peripheral issues, such as , Parental leave, Job share arrangements , Trauma leave , payment for cancelled jobs(trains) on ROPs , however many key issues are still unresolved including:

- The ALL UP RATE (aggregate) that is enjoyed by just about every rail company in Australia.
- The formulation of Depot Roster committees elected by Traincrew to represent the interests of train crew in every depot.
- Minimum conditions for Barracks.
- Definitions of what is a DOO and what makes up a TDO configuration.
- Locking the longevity payment into the EA (so it cannot be turned off at the whim of the company)
- How Annual leave is credited when working and debited when taking leave
- Minimum conditions for accommodation camps or company supplied accommodation
- Minimum safety conditions for cars
- Maximum Shift lengths

Again the RTBU ensured that PN Qld Coal understood that their employees, our members, expected to be recognised in the next Agreement for their efforts in securing record profits for their shareholders. The continuation of an Agreements designed to benefit overall shareholders was not an outcome that would be

acceptable to members. Good wholesome profit for PN was certainly healthy, but the main creators of these profits, the frontline workers, deserve an appropriate share of these profits.

There seems to be a big push by management to try to contain any possible changes emanating from the negotiations in the policy arena whilst the RTBU are resolute in maximising the conditions being contained in the Enterprise Agreement.

History has shown that one of the negative impacts of non-union Agreements, or where the bosses are dealing with inexperienced and inadequately briefed negotiators, is that positive negotiated outcomes are often dealt with in the policy framework and not properly worded in the actual Agreements.

THE DIFFERENCE? POLICIES CAN NORMALLY BE UNILATERALLY CHANGED BY MANAGEMENT DURING THE LIFE OF THE AGREEMENT UNLESS SECURELY PROTECTED BY PRECISE TERMS WITHIN THE AGREEMENT.

This does not mean that there will not be some issues that the Union cannot secure in the Agreement. However, it will explain to you why what appears to be an in principle concession by Management requires fine tuning in the Agreement to ensure it continues to exist for the life of the Agreement.

Whilst your Union was ready and willing to continue negotiating this week, Management determined they wanted time out to formulate further their position. Given the enormous resources at the hands of PN Qld Coal and their parent company, it surprised the Union that the five days between negotiations was not adequate.

However in our continuous efforts to negotiate in good faith we accepted their position and negotiations will re-commence next week.

If you require further information please do not hesitate to contact any of our negotiating team.

Unity is Strength

A handwritten signature in black ink, appearing to read 'Bruce Mackie', written in a cursive style.

Bruce Mackie
QLD State President