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Dear Member

The next step in YOUR Collective Agreement

Welcome to our new newsletter format, designed specifically to form the basis of a communication about the upcoming EA with your employer PN Coal.

Please remember this is your EA and your feedback is vital to a successful outcome. Please feel free to email your feedback to: pncoal@rtbu.com.au.

Your union has been preparing for the upcoming EA for some time and we have active workplace committees who have been discussing ideas and this will continue throughout negotiations.

Workplace Survey

The recent workplace survey was a huge success with an overwhelming response from members. The RTBU EA committee will be getting together soon to review the survey results and start formulation of a strategy for your new EA negotiations.

The survey responses will be particularly useful as one of the sources utilised in formulating a log of claims. Naturally the log of claims will be presented to members for their consideration prior to serving it on PN Coal.

I will be writing to PN Coal seeking the release of workplace Representatives as well as EA committee members for a workshop with the express intention of developing a Log of Claims and seeking guidance for initial bargaining meetings.

Your Unions Commitment

In a letter from Paul Griffin GM operations, PN Coal have initially proposed that negotiations will take place at regular meetings between now and the end of November;

- September: fortnightly meetings of a day's duration
- October: weekly meetings of a day's duration
- November: weekly meetings with the possibility of having 1 to 2 day meetings

PN Coal has nominated Egon Christensen and Belinda Hughes as PN Coal nominated representatives.

The RTBU team will be led by Regional Organiser and State President, Bruce Mackie, with a broad range of workplace delegates and activists being engaged at differing levels throughout the process. Negotiators will also have support of the RTBU industrial team and specialist Organisers as required.

The RTBU is 100 percent committed to negotiating in good faith and will be in attendance at all meetings with PN Coal and will report the results of ongoing discussions in a timely manner to our members in PN Coal.

REMEMBER, any Agreement needs to be voted on by the whole workplace before it comes into effect so ultimately the final word rests with you the members.

PN Coal Workplace representatives

It was an interesting move by PN Coal to call nominations for workplace bargaining representatives for every depot and whilst there appeared to be some confusion about what was expected in the process the outcome was that every depot has a strong voice at negotiations

Whilst of course your union has no control over PN Coal calling nominations from their workforce, what was not surprising given the continuous increase in RTBU density within PN Coal, most of those nominated were RTBU members.

More importantly following deliberations with available RTBU PN Coal EA Committee members yesterday, the members indicated strong support for those RTBU members who have been nominated.

This does not mean that we may not use other Traincrew members in a negotiating role during this process.

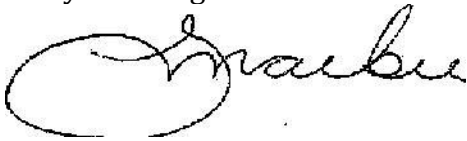
Finally

Wednesday, 21 August, I attended a one day workshop with the majority of workplace representatives and PN Coal management where an external specialist HR firm, explained the background and the legislative requirements of forming a replacement EA for PN Coal and also gave sound advice on the need to be consistent with workplace representatives being made available for all meetings as well as having allocated time to engage with members throughout the negotiation process to allow for feedback to what is no doubt going to be a very busy period.

The first formal meeting of the EA negotiation group has been scheduled for early September, I look forward to ongoing communication with you about the process and developments.

I strongly encourage members to take the time to read newsletters and ask questions whilst negotiations are going on.

Unity is Strength



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