

AUSTRALIAN FEDERATED UNION OF LOCOMOTIVE EMPLOYEES



Circular: 107/22
Ref: AZJ Coal EA
9/11/2022

Aurizon Coal Traincrew Stream Agreement in Principle Reached!

Dear members,

After more than three months of negotiations between your workplace bargaining representatives and Aurizon Coal management, yesterday (8/11/2022) an agreement in principle was reached for the Traincrew Stream for the 2022 Coal Enterprise Agreement!

The proposed agreement and changes include (this is not an exhaustive list):

All Coal Traincrew

- A three-year agreement
- A commencement wage increase of 4.25% backdated to 11/11/2022 (2019 EA expiry), a first anniversary wage increase – CPI based with a minimum of 3% and a maximum of 4%, a second anniversary wage increase – CPI based with a minimum of 3% and a maximum of 3.5%. *CPI figure based off the weighted average of the 8 Australian capital cities CPI increase for the quarter prior to the anniversary wage increases.*
- A clause dedicated to ensuring that in-cab cameras and microphones are not implemented for at least the life of this agreement.
- Long Service Leave deducted as per current Annual Leave Deductions.
- A transparent leave application/ allocation process ensuring a minimum of 10% of master roster daily presentations will be allocated Annual Leave or Long Service leave (no other leave types of Traincrew acting in higher grades etc effect this locked in 10% number).
- Christmas Day penalty increased to 250%.
- In the event of the introduction of Tuckerbox workings- - the maximum time spent at a foreign location between shifts is capped at 14 hours.
- Tuckerbox payments commence 8 hours after signing off at a foreign location.
- The re-introduction of a transfer system whereby at least 25% of vacancies must be filled by current Traincrew seeking transfer. Transfer points are based off the length of service in your current depot, Bluff and Coppabella points are doubled.

Traincrew representing Traincrew

- A minimum of 14 days-notice of a planned medical.
- Route tutor allowance increased to \$30, RTA allowance increased to \$40.

SEQ Coal Specific

- An increase to the penalty payment (aggregate) of 10%.
- Introduction of a 0500 RDO shoulder.
- Shift movement greater than 3 hours from master to daily paid at 100% (introduced no later than 8/11/2023).

CQCN Specific

- A maximum of 2 rostered 12-hour shifts per employee per pay period unless agreed otherwise.
- Known workings increased to a minimum of 80%.
- 6-hour time zones implemented for the remaining 20% AVAILABLE shifts.
- Lay Back reduced to 1.5 hours.
- Shift movement greater than 1.5 hours from forecast to daily paid at 100%.
- The current Coppabella and Bluff Attraction and Retention bolstered and protected for at least the life of this agreement.

Company productivity gains

- Increase shift alterations from 4 hours to 6 hours movement for scheduled network shutdowns (CQCN)
- Written notification of training blocks reduced from 28 days to 14 days
- Written notification to take excess annual leave reduced from 28 days to 14 days
- Permanent mates may be required to route tutor their permanent mate (with payment)
- Removal of dwell restrictions in 12-hour rostered shifts

I would like to thank and recognise the incredibly hard work, dedication and patience shown by your AFULE Traincrew Stream workplace representatives – Stewart Rach – AFULE Vice President (Callemondah), Phil Brown – Jilalan, Dave Millward – Willowburn, Claudia Payne – Bluff and AFULE Proxy representatives – Richard Terare – Stanwell, Darryl Wilkie – Coppabella and Ben Levis – Willowburn.

Core bargaining (common conditions) continues this week and once completed, drafting of the final document will be completed and presented to you all to view. Depot visits will then be undertaken by the company and union representatives, before ultimately, you will be provided the opportunity to vote on the negotiated deal.

I will be sure to keep members updated on the core bargaining outcomes and EA drafting developments as they come to hand.

If you would like more information, please contact your local representative or your state office.

In Solidarity,

A handwritten signature in black ink, appearing to read 'Mick McKittrick', is written over a solid horizontal line.

Mick McKittrick,
State Secretary