

AUSTRALIAN FEDERATED UNION OF LOCOMOTIVE EMPLOYEES



Circular: 73/21
Ref: PN Coal
12/11/2021

Pacific National Coal EA Bargaining Update

Dear members,

This week your bargaining representatives met again with Pacific National to continue discussions for your Enterprise Agreement.

At the previous meeting, we put PN on notice that we need to discuss key items on our members log of claims, specifically regarding rostering and the company claim of crew van operations.

Lift up/lay back – unsurprisingly, our position is to drastically reduce lift up/lay back. The company have informed your representatives that they have no appetite to alter the current lift up/ lay back provisions due to a reduction in flexibility but are willing to discuss further.

Planned car to barracks changed to train to barracks – our position is that if you are rostered and prepared to sign on and work car to barracks, this cannot be changed to a train to barracks working. PN responded to this claim by agreeing to further discussions however any change would alter the company's flexibility. Indicated depot HSR's would look at potential controls to avoid this issue.

No sign on later than 1200 noon on your last shift – our position is to eliminate the risk of being on duty beyond 2359. PN responded that there is no appetite for change as this change would reduce flexibility, however, are willing to keep discussions open.

Coppabella Traincrew to be signed off prior to 1600 – our position is that crews are signed off by 1600 on the last shift to allow crews to travel out of Coppabella at a reasonable hour. PN responded that they understand they need to look at Coppabella and that there are some current provisions already held within the RCOP. They wish to have more discussions on Coppabella as a whole.

Maximum consecutive shifts with non-route competent drivers – our position is that a cap is placed on the number of consecutive shifts route qualified drivers work with non-route competent drivers. PN responded that this change would reduce flexibility and will consider options.

Zonal rostering – Our position is to introduce sign on zones within the depot master roster. PN responded that this initiative would reduce flexibility, serious restrictions and create extra cost on the business but are willing to look at this issue further.

Annualised cycle hours – Our position is to reduce the cycle time from 52 weeks to a shorter cycle time. PN indicated that they would investigate with payroll any options to reduce the cycle time.

Traincrew representing Traincrew

Master roster development – Our position is that local traincrew would have the ability to develop master rosters in conjunction with the company and that local depots through majority support have the ability to force a roster review and change. PN to explore and discuss further.

Golden RDO – Our position was to have additional protections around traditional weekends (Friday, Saturday, Sunday) to be rostered to commence no later than 1000hrs – Due to flexibility, PN has rejected this claim.

Rostering for a medical – Our position is to be rostered to finish no later than 1800hrs prior to completing a medical the following day. PN will discuss and respond.

Barracks workings – Our position is to increase the minimum time at home between back-to-back Barracks workings to manage fatigue and home life. PN responded that this would reduce flexibility and railings.

Training post an operational shift – Our position is that after an operational shift, there is no training tasks to be completed. PN responded that it is not unreasonable to direct crews to complete training after the completion of an operational shift and that it would remove flexibility.

Crew Van – The *company* position is to introduce a clause allowing the implementation of crew van workings across all QLD depots, away from home for up to 60 hours at a time. Our position is there is no appetite for crew van operations.

With the expiry of your current enterprise agreement only a few short weeks away (30 November 2021), PN seem completely unwilling to propose changes that improve the job satisfaction or work/ life balance of their QLD Coal Traincrew.

We meet again in a fortnight, I will update you again on what PN brings back to the table on the above items and any new claims.

If you have workmates that have been considering joining a union but have not yet done so, now is the time to ask them to join the AFULE. Membership forms can be found [here](#).

The AFULE is standing up for our members at bargaining and are committed to achieving real work/ life improvements for Pacific National Traincrew.

If you have any questions, please contact your state office on 3844 9163, email statesecretary@afule.org.au or contact your local AFULE representative.

In Solidarity,



Mick McKittrick,
State Secretary

Traincrew representing Traincrew