

# AUSTRALIAN FEDERATED UNION OF LOCOMOTIVE EMPLOYEES

Circular: 74/20  
Ref: Queensland Rail AIP  
29/09/2020



## Queensland Rail Enterprise Agreement – Agreement in Principle Reached

Dear members,

Today the AFULE and Queensland Rail reached an in-principle agreement for your 2020 Traincrew Enterprise Agreement.

Key outcomes of the Agreed in Principle document to be presented to Traincrew for voting include;

### All Traincrew

- A 3-year, 6-month Agreement (expiry 29 Feb 2024)
- Pay increases of 3% September 1, 2021, 3% March 1, 2022, 3% September 1, 2022, 1.5% September 1 2023
- A productivity payment of \$47.91 per fortnight for 12 months, commencing September 1 2020.
- The introduction of a comprehensive union supported peer to peer mental health support program
- Changes to concessional and reduced hours working arrangements including preserving leave accruals at the full-time rate
- Updated transfer clause to ensure fairness to all Traincrew
- A guarantee that 15% of Traincrew may be on annual leave or long service leave at any given time when approved by the roster committee or application received with more than 4 weeks' notice. For clarity, the 15% does not include long service leave taken as a part of transition to retirement, maternity leave, military leave etc.
- Annual leave committees will meet 3 times per year to approve leave
- New annual leave donating and cashing out provisions
- An increase to 32 days military leave per year
- Public holiday payments clarified

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- Payment when on leave during a public holiday clarified
- Improved CBO clause wording
- An increase to an 82-hour posted roster. Although there is more visibility to known workings for Traincrew, alteration payments are not applicable until the 58-hour mark
- Transition to retirement opportunities extended from 3 months to 12 months
- Travelling away from home allowance, increased 1 March 2022
- The QR Discipline Policy added to documents that require consultation with unions prior to alteration

### **Citytrain Specific**

- Citytrain weekend penalty payments to be maintained at the latest Heads of Agreements rate of 150% Saturdays, 200% Sunday
- Revenue job cards commencing between 0001 and 0400 Monday to Friday will be a maximum of 7 hours 30 minutes
- Weekend job cards will be 9 hours in length
- For weekend job cards that require optimisation due to planned closures, Traincrew may be altered to commence a maximum of 2 hours earlier and to finish a maximum of 30 minutes later

### **Regional Specific**

- The introduction of a *fortnightly* Regional Efficiency and Retention payment of \$175 payable to all Regional Traincrew, commencing September 1 2020
- Improvements to current Standby shift provisions.
- Improvements to Regional meal breaks clause

I wish to thank the AFULE negotiation team of Glen McGaw, Anthony Woodward, Brad St. Ledger, Paul Carmody & Anthony Chalker for their efforts in delivering a proposal to members that offers wage and condition uplifts.

In the coming days the company will make copies of the proposed 2020 Traincrew Enterprise Agreement available to all. Roadshows will commence to take Traincrew through the document before you will be given the opportunity to vote either in support or not, of the proposed 2020 Traincrew Enterprise Agreement

I will ensure to keep you updated as further details come to hand

**Traincrew representing Traincrew**

If you would like more information, please contact your relevant AFULE representative or contact your state office on 3844 9163 or [statesecretary@afule.org.au](mailto:statesecretary@afule.org.au)

In Solidarity,

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

Mick McKittrick  
State Secretary