

# Combined Rail Unions'

20/06/2019

Circular: 71/19

Ref: Bulk Bargaining Update

Dear Members,

## Aurizon Bulk Bargaining Update

Last Tuesday and Wednesday your AFULE/RTBU bargaining team travelled to Townsville to continue meeting with Aurizon in an attempt to reach a fair agreement for Bulk Traincrew.

Once again, we are not seeking outlandish claims, simply to improve the rostering system, not attack our current conditions, have an agreement that is easily read/understood and offer a fair pay increase. Whilst at bargaining last week Aurizon did move away from some of their claims including any layover time to cycle and not pressing for 160 hours of forced annual leave to cover planned shutdowns. This is a good start however it appears we still have some work to do.

The withdrawal of some of Aurizon's claims is a good sign that our Industrial campaign is taking effect. Also as a result of our campaign there have been improvements to your current rostering provisions. These improvements however are buried within clauses that are easy to manipulate and have been designed to be "grey" and create interpretation issues for the length of the proposed EA in most circumstances.

Aurizon representatives informed us last week that they were planning on taking an EA for a vote of their employees as early as the end of this month. On Tuesday of this week we received the proposed document. Major concerns arising from this document but certainly not an exhaustive list include:

- The wording of the document is far too broad on crucial clauses – on this point alone, we cannot support this Enterprise Agreement.
- 4 years agreements are far too long between potentially changing working conditions.
- The definition of a qualified driver is not adequate and opens the door wider for under-qualified Traincrew to operate services.
- Annual leave deductions will be taken at shift length i.e. if you require a certain shift off, it may cost up to 12 hours of your annual leave.
- Away from home time on Tuckerbox jobs extended to 38 hours.
- Meal allowance paid at 12 hours on duty instead of 10 hours on duty.
- All Drivers remain "Route Tutors" and have no provision to opt out.
- The inclusion of a new classification of Driver whereby for the first 12 months of becoming qualified, new drivers will receive a lower rate than the qualified driver beside them.
- The ability to introduce new start/finish locations without the agreement of affected employees
- An inferior pay structure compared to recent Aurizon Traincrew Agreements. Bulk have offered 2%, 2%, 2%, 3% with no back pay of lost earnings.

Additional Aurizon Ltd concerns:

- The removal of "by agreement" for operating a motor vehicle after 9 hours on duty.

Additional AER concerns:

- Current employees will have their locality allowance increased by \$5 for the life of the agreement. \$1.25 per year for 4 years
- No new employees will be eligible for the current locality allowance provision.

- New employees will be placed onto the Aurizon ops payment regime whilst current employees remain on their current terms creating two differing pay scales and conditions for drivers in the same depots. We can foresee those on the existing AER structure will be overlooked for workings and instead work allocated to new employees who do not attract certain penalties.

As I stated earlier, this is not an exhaustive list and your AFULE bargaining team is continuing to pour over the proposed document identifying further issues.

What the company has now announced are depot road shows to “sell” this proposed document. Unlike with the Coal EA road shows or past Aurizon EA road shows, Aurizon Bulk have not invited the rail unions to join them for the tour for this proposed agreement.

This speaks volumes in itself. Keep away those that will shed a light on the real deal!

But what else is being used to “sell” this document?

Aurizon is proposing a \$1250 once off payment if a successful ballot is returned. \$1250 to agree to being locked into an inferior 4 year deal. \$1.16 a day for 4 years, before tax, to vote yes to this document. Shameful.

After speaking to your representatives from across the state, they are unified that we cannot accept this proposed Enterprise Agreement and that the company must retract this proposal and invite your bargaining team back to the table immediately.

**Until the bugs are ironed out of this agreement there is only one thing we can do.**

**Vote NO!**

**Today both the AFULE and RTBU gave notice of a 2 week Overtime Ban commencing next Friday the 28<sup>th</sup> June 2019 at 0001hrs – Thursday 11<sup>th</sup> July 2019 at 2359hrs.**

We will be writing to the company requesting that they meet with your representatives and not take this proposed Enterprise Agreement to a vote.

I encourage you to speak with your local depots representatives or contact your state office for more information on your proposed EA.

**Please keep an eye out for further circulars as there will be much more information on your Bulk Enterprise Agreement in the coming days.**

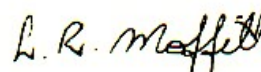
Please contact your local rep or state office if you would like further information.

In Solidarity,

Authorised by:



Mick McKittrick  
State Secretary  
AFULE



Les Moffitt  
Organiser, Northern District  
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