

# AUSTRALIAN FEDERATED UNION OF LOCOMOTIVE EMPLOYEES



Circular: 96/19  
Ref: BMA Approved  
20/08/2019

## BMA Hay Point EA Approved

Dear Members,

Yesterday we received notice from the Fair Work Commission that your 2018 BMA Hay Point Enterprise Agreement has been officially approved. The terms of this agreement will come into effect next Monday, 26 August 2019.

Below is a reminder of the changes being implemented through this new EA:

- A 2% pay increase for each year of the Agreement – the company originally proposed yearly increases of 0%, 0.5%, 1%, 2%
- Back pay to December 21<sup>st</sup> 2018 – the company originally proposed back pay to the month the Agreement was endorsed by the FWC
- Additional protection around the requirement to work additional shifts.
- The removal of the company's ability to instruct you as to when to take your accrued TOIL days and replaced with by *agreement*.
- The ability to cash out accrued TOIL hours
- TOIL credited for all hours worked in excess of 1976 for the year
- The removal of annual leave being taken in blocks of 190 hours and wording enshrined that leave may be taken in blocks of as little as 2 consecutive shifts at the beginning or end of a roster cycle.
- 21 days-notice of a major roster change
- The ability to cash out personal leave on the proviso that 15 days remain in your accruals.
- Pro rata access to long service leave after the completion of 7 years of service.
- Wording improvement in regards changing your rostered shift- *BMA may change your rostered shifts by providing you 12 hours' notice in advance of your original shift time or your new shift start time, whichever occurs earlier.*
- The introduction of further consultation requirements in line with the model consultation clause of the Act.

This has been a long and complex negotiation, we are pleased that now our members have some surety for the term of this agreement now that it has passed through the FWC.

I wish to thank all reps for their hard work at the table and in the depots throughout this process, especially AFULE workplace negotiator, Russell Waugh. BMA refused to allow TOIL hours to attend negotiations on RDO's so much of Russell's time spent negotiating was in his own time. Thanks for all of your efforts Russ.

For more information please contact your state office on 3844 9163 or [statesecretary@afule.org.au](mailto:statesecretary@afule.org.au)

In Solidarity,

Michael McKittrick  
State Secretary

**Traincrew representing Traincrew**