

AUSTRALIAN FEDERATED UNION OF LOCOMOTIVE EMPLOYEES



Circular: 77/21
Ref: PN Coal
29/11/2021

Pacific National Coal EA Bargaining Update

Dear members,

Last week your bargaining representatives attended Mackay to again meet with Pacific National to continue discussions for your upcoming Enterprise Agreement.

Pacific National took away some actions from the previous round of meetings for consideration. These included more time off in barracks and for TCDS to be included in your EA, but PN had “no appetite” for these claims. A term that the bargaining team has heard a lot of lately.

Earlier during negotiations there has been movement around transition to retirement, job share, and redundancy clauses, and some progress on leave entitlements and parental leave. But claims around representative sports and cultural leave have been declined.

Your claim for pro rata long service leave after seven years and to have the APM applied to Long service leave has also been declined by the company.

The introduction of relay workings using a crew van across all QLD depots remains a major claim for the company. However, our position remains in strong opposition for the introduction of crew van operations of any form.

PNs claim to remove your existing performance bonus and replace it with what the company says is a true performance based bonus was strenuously opposed by your bargaining reps. Some proposed KPIs can include things out of the control of traincrew thereby affecting the amount of bonus that may be paid.

Coppabella. PN seem to believe that being provided a bed in a donga and a meal from the mess is adequate compensation for working in a desert depot and living in camp conditions. The company doesn't get the isolation drivers feel when away from family and friends during the work swing, with no access to the usual facilities, amenities, or conveniences of living and working on the coast. Your representatives are seeking an allowance for living in the camp during their working week, but PN don't feel it's deserved as you're being accommodated.

RARA is being reviewed after eight years but we may not see what that looks like till next year. A retention payment is also being sought for Coppabella also. The depot is a training ground for other companies and effectively a revolving door. This puts pressure on trainers and mentors and drivers as a whole, not only in Coppabella itself but in other depots due to secondments.

We believe that a desert depot retention payment will not only entice drivers to stay but will attract drivers who wish to earn a bit more but don't want to chase ROPs either. We believe there would be considerable savings for the company and a happier workforce. We'll keep you updated.

Traincrew representing Traincrew

I will be sure to keep you updated as bargaining continues.

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,

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

Mick McKittrick,
State Secretary