

AUSTRALIAN FEDERATED UNION OF LOCOMOTIVE EMPLOYEES

Circular: 1/20
Ref: AZJ Coal Shift Extensions
06/01/2020



Aurizon Coal Shift Extensions

Dear members,

Since the introduction of your 2019 Aurizon Coal Enterprise Agreement, there have been a number of questions from Traincrew and differing interpretations from local management or the LRC in relation to shift extensions.

Firstly, all hours you work beyond your nominal depot shift length is paid at 1.5 the relevant rate (base and aggregate) and is a stand-alone payment, not to cycle as previously. This is paid irrespective of whether you had been rostered up to 12 hours in the Daily roster, or if you have been extended on the day of ops.

Shifts rostered 12 hours in the Daily Roster

When the Daily roster is posted, a shift may be rostered up to 12 hours provided;

- You are rostered to remain on that service for the entire shift (depot-mine-depot) or you are rostered on dual loads (depot-mine-change-mine-depot).
- You must be rostered to leave your depot via train and return to your depot via train (no planned car travel).
- You must not be rostered on a service that has planned continuous dwell time exceeding 2 hours
- The shift must not be a tuckerbox (Cl 63.8)

24 hours *prior* to the Daily roster being posted, Traincrew can request not to be rostered beyond their nominal shift length due to family or other commitments and the company will not unreasonably refuse (Cl. 63.9).

Members should request a copy of the relevant scheduled service run sheet once you receive notification that you have been rostered 12 hours in the Daily roster. This should be done due to when Traincrew are no longer required to work the *original* scheduled service, your shift length will revert to the depot nominal shift length and the company must once a again plan to have you home within your shift length (Cl. 63.18)

If you are rostered 12 hours in the Daily roster, you will have 12 hours credited to your fortnightly cycle regardless of how many hours you work (Cl. 63.34.2). This clause was negotiated by the AFULE to ensure that 12 hour rostered shifts were not rostered "just in case".

Shifts extended on the day of operations

As per the 2015 EA, the company needs to plan to have employees signed off within their shift length, however, they still have the ability to extend shifts on the day of operations due to unforeseen circumstances. Employees must be verbally advised prior to the end of the rostered shift of the extension and tasks to be performed (Cl. 50.16 & 63.19).

Traincrew can request not to be extended on the day of ops due to family or other commitments and the company will not unreasonably refuse (Cl. 63.23)

Traincrew representing Traincrew

Upon returning to your home depot, your shift can only be extended to continue working the service you are on for mainline and port operations. No shunting etc. unless agreed (Cl. 63.21).

Shifts rostered 12 in the daily roster, reverted to the nominal shift length on the day of ops and then extended whilst on duty

If Traincrew are rostered 12 in the daily roster and attend work to find they are no longer working their original scheduled service or the original service can no longer return you to the depot without car travel or excess dwell time, you revert to the nominal shift length (Cl. 63.18).

If Traincrew leave the depot on the scheduled service and during the shift it becomes apparent that due to unforeseen circumstances you are no longer required to operate that service, you revert to your nominal shift length (Cl. 63.18).

Where Traincrew are reverted to their nominal shift length, a plan needs to be put in place by the company to have you home within your depot nominal shift length. Where it is not possible to return you to your depot by your nominal shift length, the company may extend your shift to get you home (50.16). This may include car travel.

Where Traincrew are reverted to the depot shift length, you should ask, what is the plan to have us home by our shift length?

Abuse of shift extensions in the Daily or in the day of ops

Members should keep records of shifts that have been extended either in the Daily or in the day of ops. Where it can be identified there has been an excessive use of shift extensions and shifts rostered 12 in the daily roster, employees can trigger a master roster review and change once per calendar year to address the excessive use of shift extensions (Cl. 50.28).

Traincrew working beyond 12 hours on duty

Unless there is an impending emergency that has an imminent risk to persons or equipment, no member of Traincrew are to be operating a locomotive or a vehicle after 12 hours on duty (2017 Rail Safety National Law – QLD Fatigue Variation). Where there is a breach to this provision, the company must report the incident to the Office of the National Rail Safety Regulator.

Please contact your state office on 3844 9163 or statesecretary@afule.org.au if you would like further information.

In Solidarity,



Michael McKittrick
State Secretary