

AUSTRALIAN FEDERATED UNION OF LOCOMOTIVE EMPLOYEES



Circular: 82/19

Ref: Q&A BULK

15/07/2019

Frequently Asked Questions – Bulk Traincrew

Dear Members

Today Aurizon Bulk opened the ballot for the companies proposed Enterprise Agreement. A link to vote should be in your Aurizon email account. If you have not received a ballot email, please go to the Aurizon intranet bargaining page and follow the links.

In the lead up to the ballot opening today, the company released a Frequently Asked Questions document. The feedback we have been receiving is that these aren't necessarily the *most* frequently asked questions. The most frequently asked questions your reps and state office have received include:

Q. Why weren't the unions invited to attend the roadshows with the Aurizon management?

A. The unions do not support this proposal and would have corrected any fallacies portrayed by the company at the time.

Q. Why don't we receive the same pay increases and back pay arrangements as Coal?

A. It seems that Bulk management don't believe you are worth pay increases on parity with Coal.

Q. Why is it a 4 year Agreement?

A. To lock this inadequate document in for a longer period and take advantage of it for as long as possible.

Q. Why has the Coal business gone away from annual leave at shift length but Bulk is now adopting it?

A. So that annual leave is used up quicker and they can work you more.

Q. Why is the AER locality allowance only guaranteed until the end of this agreement and why does the company want to move this into a policy?

A. Anything moved into policy from an Enterprise Agreement can be changed or removed by consultation, not negotiation.

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Q. Why were the unions not involved in the drafting of the agreement?

A. The combined rail unions have asked repeatedly to be involved in writing the EA. This is done so that the true negotiated intent is captured and easily understood. The company have refused all requests for dedicated time to be spent with union industrial officers to write a clear agreement.

Q. Many clauses in the proposed document seem long winded or confusing.

A. Agreed, this is the reason we have asked repeatedly to be involved in the drafting process. The proposal seems written to create interpretation issues and many disputes.

Q. Are common (Core Conditions) identical between Coal and Bulk?

A. No, protections within IFA's have been removed from the Bulk EA, annual leave provisions are different, and the words "job swaps" have been deleted from the Bulk involuntary redundancy provisions.

Q. What happens if there is a No vote?

A. Aurizon must return to the negotiating table with your representatives.

You should have your online ballot in your work emails now. Vote today and be sure to send a message that this EA is not good enough!

ONLY VOTES THAT ARE CAST ARE COUNTED – IF YOU DON'T VOTE NO, A YES VOTE COULD GET UP!

**Your vote counts!
Stand together, Stand strong, VOTE NO!**

In Solidarity,



Michael McKittrick
State Secretary

Traincrew representing Traincrew