

Combined Rail Unions'

23 August 2019

Circular: 97/19

Ref: BULK EA

Preliminary Agreement in Principle for Aurizon Bulk EA

Dear members,

For near 12 months the AFULE and RTBU have been negotiating your new Enterprise Agreement. This week we met with Aurizon representatives where an Agreement in Principle has been reached contingent on some due diligence that your unions need to follow up on and of course, ensuring that the drafting of the agreement is completed so that the true intent of negotiations are captured.

Key items that have been agreed to include:

- A document that is clear and easily understood.
- A three year term.
- Rostering reforms delivering increased work/life balance.
- Forecast rosters that must reflect master roster workings.
- 70% of known depot workings inserted into master rosters.
- Roster committees empowered to deliver more than the minimum RDO's where business requirements are met.
- Movement of 3 hours either side of your master roster to daily rostered workings (more by agreement). Where agreement is reached to move in excess of 3/3, all hours will be paid at 100% stand-alone payment.
- Lift up of 1 hour and lay back of 3 hours on the day of operations (more by agreement). For year 1, lift up and lay backs within the 1/3 are paid stand alone at 50%. After year one, lift up and lay backs are paid at 75% stand alone. Lift ups and lay backs are paid in 1 hour blocks.
- Where agreed to lift up more than 1/3, time beyond these hours will be paid stand alone at 150%
- Shift extensions (time worked beyond rostered shift) will be paid at 125% for year 1 and 150% thereafter.
- Minimum 0500hrs rostered start after RDO's and annual leave of more than a week.
- Cancelled RDO and weekend work will be paid a minimum of 6 hours at the relevant rate of the day.
- Aurizon ops AFD windows reduced to 4 hours in length.
- All additional shifts worked are paid at the OT rate (not only those hours that fall on an RDO).
- Defined shift lengths and union definitions of crewing configurations to be implemented after 12 months.
- Traincrew are to be finished by 1800hrs before medicals.
- AER locality allowance retained within the EA with yearly % increases.
- Additional RDO for AER (to align with Aurizon ops) of 18 RDO's per 8 weeks.
- An additional 2 days of personal leave for Longreach traincrew.
- Annual Leave and Long service Leave deducted at 8 hours per shift or 40 hours per week.
- Maintaining changed sign on/ sign off locations only by agreement.
- Driver Trainers penalty component increased to align with driver's penalty component.
- Wage increases of 2.5%, 2.3% and 2.25%.
- Back pay of 2.25% to expiry of your 2015 agreement.

Drafting of your proposed Enterprise Agreement will commence next week. Once this is completed, the document will be sent to you all to digest and then to vote on once again.

We would like to thank your workplace bargaining representatives that have worked diligently up to this point to secure the best possible outcome for Bulk Traincrew.

AFULE:

Rob Daniel – Townsville
John Pederson – Maryborough
Ray Pacey – Acacia Ridge
Nathan Barrett – Cloncurry
Peter Zischke – Mt. Isa

RTBU:

John Dundas – Townsville
Mick Freeman – Rockhampton
Rob McNamara – Cloncurry

Finally, as we embark on the final stages of reviewing/endorsing the proposed Enterprise Agreement before being sent to the membership for a vote. We thank all members of the AFULE and RTBU for standing in solidarity throughout this process. The union movement is alive and well in Aurizon Bulk! The achievements of this proposed Enterprise Agreement certainly endorses that fact.

For more information on your proposed Enterprise Agreement, please contact your local depot rep, the above bargaining representatives or your state officials.

In Solidary,

Authorised by:

Mick McKittrick
State Secretary
AFULE



Les Moffitt
Organiser, Northern District
RTBU

