

AUSTRALIAN FEDERATED UNION OF LOCOMOTIVE EMPLOYEES



Circular: 12/20

Ref: Bulk EA

23/01/2020

Bulk Enterprise Agreement Implementation Update

Dear Members,

Your new agreement commences at 0001hrs tonight. A copy of your new EA can be [found here](#).

These conditions will be your new set of rules whilst at work, it is imperative that you familiarise yourself with them as there have been many alterations/ improvements made from your 2015 EA.

This week we were notified that Aurizon had not completed the necessary rostering changes to allow a smooth transition to your new Enterprise Agreement. Yesterday afternoon and again this morning, I and Les Moffitt of the RTBU met with senior Aurizon management in an attempt to negotiate a transition period whereby the company would have a small window to implement new master rosters in return for a once off monetary payment made to Traincrew to allow this to happen. We have been informed that our offer has been rejected and hence, all conditions of your new Enterprise Agreement commence tomorrow, Friday 24th January 2020 at 0001hrs.

Many of the changes that will come into effect are based from depot master rosters. As part of discussions for a transition to your new EA we put to the company that roster committees commence developing new rosters early next week, at this stage we have received no solid commencement dates for roster committees sitting, however, we have notified the company of our depot committee representatives. The longer that no new master rosters are formulated and hung per the EA, the longer that Aurizon rosters will struggle with the incoming rostering changes.

As the Daily roster has been posted to commence tomorrow and members have made plans regarding that issued roster, we are advising members to work tomorrows shift as rostered, however, to claim any and all associated penalties that may have be incurred as a result of the below dot points.

We have advised the company that we expect Saturday's daily roster to reflect the conditions of the 2019 EA and that employees will not be rostered to commence a shift altered more than 3 hours from their master roster unless they agree, and are paid the penalty component.

There are important changes to your rostering processes that commence at 0001 tonight that I will highlight below;

General Rostering Provisions

- All depots must have a master roster, if you do not have a copy of your depot master roster, contact your depot supervisor and request a copy (Cl. 77)
- The depot forecast roster **must** reflect the master roster with the exception of planned maintenance periods exceeding 8 hours and the inclusion of non-operational shifts if necessary.
- The Daily roster must be posted at least 33 hours prior to 0001 of the day covered by the roster (1500hrs) (Cl. 80.1)

Traincrew representing Traincrew

- The start time of a shift may only be altered by a maximum of 3 hours earlier or later than what is stated in your master roster.
- If you agree to move more than 3 hours from your master rostered time, you will be paid all additional hours moved at 100% of the relevant rate of pay. This is by your agreement only and is paid stand alone, not to cycle (Cl. 80.3).
- If you do not agree to move more than the allowed 3 hours from your master to your daily, you must be rostered to commence inside that time frame.
- Once the daily roster is posted, the company may alter the shift earlier by 1 hour (lift up) or later by 3 hours (lay back). These lift ups and lay backs are paid at 50% of the relevant rate and are stand-alone payments in the fortnight, not to cycle (Cl. 81.8.1 & 81.9.1).
- Where the company requests you to commence outside of the above lift up and layback hours, this is done by your agreement only and paid 150% the relevant rate which is a stand-alone payment, not to cycle (Cl. 81.8.2 & 81.9.2).
- All lift up and lay back time is paid in one hour blocks (Cl.81.10).
- Traincrew are not to be rostered before 0500hrs after an RDO. The company has the ability to lift you up to 0400hrs on the day of ops however employees will be paid 1 hour at RDO rates and 1 hour at lift up rates (Cl. 65.2)
- Employees may agree to commence before 0400hrs after an RDO, where you agree, all hours worked before 0500hrs will be paid at the RDO rate and the applicable lift up rate.
- AFD Windows for Aurizon Ops have been reduced from 6 hours to 4 hours in duration.

Agreeing to work additional shifts

- Once again, referring to your master roster, you are only required to work the number of shifts that your master roster states.
- If the company requests you to work an additional shift, this is by your agreement only and all hours *rostered* for that shift are paid at the overtime rate (Cl. 88.1.1 & 88.3)
- Tuckerbox jobs are two individual shifts (Cl. 61.1)

Tuckerbox Workings

- Tuckerbox jobs are two individual shifts (Cl. 61.1)
- Both shifts of the Tuckerbox qualify for lift up and lay back penalties excluding the second shift where a deferment payment has already been claimed for the outgoing shift (Cl. 61.3 & 61.8)
- Both shifts of the Tuckerbox qualify for shift extension payments where you do not arrive at your destination within the hours allotted on the daily roster (Cl.61.8)
- Employees will be given a minimum of 33 hours of a Tuckerbox job, unless agreed (61.9)
- The maximum time rostered away on tuckerbox shifts are 34hrs for DOO and 38hrs for TDO. If you return to your depot outside of the allotted time, you are entitled to the shift extension penalty (61.7)

Shift extension payments

If you are required to work a shift longer in duration than that stated in your daily roster, you will be paid 125% the relevant rate for all excess hours worked, this is a stand-alone payment, not to cycle (Cl. 88.5)

At meetings with management this week, we requested that all Traincrew return to paper timesheets until payroll have had the time to ensure that the kiosk facilities are capable of coping with the new alterations. We have been informed that payroll are confident that they will cope with the new changes, I am not as confident though.

I urge all members to keep a very good diary of master rostered hours, daily rostered hours, actual hours worked, alterations, extensions etc. I believe that there will be teething issues with this new EA as there are with all new EA's, the early implementation date as a result of the Fair Work Commission for this EA has enforced Aurizon management, ROL's, ROC's, Roster, LRC's and payroll to be EA ready earlier than expected. This is by no means an excuse for any potential failings however it is important that we keep a good diary of our workings, especially in these early stages.

More information on your new EA will be forthcoming in the following days, if you have any questions regarding your new agreement, please contact your local rep or your state office on statesecretary@afule.org.au

In Solidarity,



Michael McKittrick