

# AUSTRALIAN FEDERATED UNION OF LOCOMOTIVE EMPLOYEES



Circular: 25/20  
Ref: Bulk Roster Disputes  
28/02/2020

## **Aurizon Bulk Show Their True Colours... Again!**

Dear members,

Here we go again...

In the weeks after the Aurizon Bulk Enterprise Agreement passed through the Fair Work Commission, management have altered the intent of bargaining by instructing local roster committees complete master rosters against the wording and spirit of negotiations and have created “blank days” and other strange interpretations around availability within your master rosters.

The AFULE in good faith followed the master roster process and placed disputes in at local depots after the 7 day objection period had closed. This was to ensure that concerns from local traincrew were heard and attempts were made to address these objections at a local level with depot roster committees and management before state officials were required to step in.

As a result of the initial disputes, roster committees were re-convened to go through the objections, however, very few improvements were implemented by management and overall, local objections were dismissed.

This then led to further disputes being raised by your state office to address the company's interpretation of the newly adopted rostering provisions to ensure that no new master rosters were introduced prior to the disputes being resolved or a conciliation with the FWC taking place.

The AFULE lodged disputes under clause 7 of your EA regarding interpretations that the company were making in relation to your master rosters. There were no wholesale changes to the dispute clauses during the 2018/2019 bargaining period to that of the 2015 EA other than clearing up that Saturday, Sundays and Public Holidays were not work days in relation to dispute timeframes.

Now, years after the same dispute clause has been in operation within Aurizon traincrew, the Bulk business wish to view the wording differently and in their opinion change the ability to implement changes under current and live disputes. The company are seeking to implement changes that have not had a resolution or even been before a Fair Work Commissioner to hear the arguments from both sides.

As a result, the company are implementing the posted new master rosters this Monday 2 March 2020. Excluding Mt. Miller, Emerald and Longreach.

We have now sought legal advice on this matter and can confirm that the AFULE will be formally objecting to this decision made by the company in relevant legal jurisdictions.

**Traincrew representing Traincrew**

This will take some time to go through the external legal process, however, we will continue to fight Aurizon and their brazen flouting of binding clauses of your 2019 Enterprise Agreement. We will be instructing our legal team where possible to seek penalties against the Bulk business where they have broken the law of engagement as set out within your 2019 EA.

As Aurizon management have decided to take this route, new master rosters will commence this Monday excluding the above mentioned depots.

We are asking all members to ensure they have a copy of their current master roster and a copy of the company introduced master roster. We are asking that you keep a complete log in your diary of current master roster times/ introduced master roster times and those of your actual workings. We may need to call on these details at a future date.

In conclusion, Aurizon have once again shown that no matter what an "employee update" states, they believe they are a law unto themselves. They are proving that they have no intention of mending bridges with their workforce but rather glorifying profits to their workers whilst attempting to strip as much as they can away from their employees that are making these bosses the profits.

Your union has your back, we will continue to fight these injustices!

Much more on this issue will be forthcoming in the following days.

Please contact your local rep or state office on 3844 9163 or [statesecretary@afule.org.au](mailto:statesecretary@afule.org.au) if you would like further information.

In Solidarity,

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

Michael McKittrick  
State Secretary