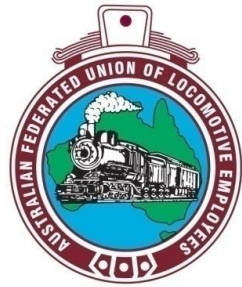


# AUSTRALIAN FEDERATED UNION OF LOCOMOTIVE EMPLOYEES



Circular: 81/23  
Ref: AZJ EA  
07/12/2023

## Aurizon Bulk – Agreement In Principle Reached

Dear Members,

Today the AFULE reached an agreement in principle with the Aurizon Bulk business on a proposed new Enterprise Agreement. The proposal offers significant condition improvements for all workers covered by the EA including Traincrew and Transport Operators (this was the AFULE's first time at the bargaining table for Freight Operators/ Operational Maintainers). Additionally, the BC&D crew will have their own dedicated schedule within the EA for the first time.

Below is a non-exhaustive list of proposed improvements that are provisionally agreed to be inserted into the new Agreement, pending a successful workplace ballot.

### General Provisions (all workers)

#### Remuneration

- Wage increase of 4% from 18 January 2024, CPI based increases with a minimum of 3% and a maximum of 4% on each successive anniversary of the EA's approval.
- AER Locality Allowance paid at highest rate for all three depots (current Mt. Isa rate).
- Employer Superannuation contribution cap increased by .25%.
- Casual loading increased by 3%.

#### Leave

- Christmas public holiday payment commencing at 1800hrs Christmas eve.
- Annual leave/ Long service leave deducted at 8 hours per shift.
- 2 Days paid/ 3 days non-paid cultural leave.
- Improved severe weather leave provisions.

#### Miscellaneous

- Upgraded In-cab surveillance clause.
- Clause inserted with a commitment to Mental Health
- Clarity that a support person is permitted for safety investigations (and HR investigations)
- Comment section made available at sign on kiosk.
- Functionality assessment to be completed at Traincrew depot if requested.
- Commitment to review Flexible Work Agreement provisions.

### Traincrew Specific

- Clarity of a maximum of 30% of Availables in master rosters.
- RDO shoulder increased to 0600.
- AZJ OPS AFD Window reduced to 3 hours.
- No more than 3 consecutive AVAILABLE shifts in depot Master rosters.

**Traincrew representing Traincrew**

- Clarity of only 1 shift rostered per available day, more by agreement and paid at OT rates.
- No more than 2 consecutive rostered Tuckerbox jobs to be worked, unless agreed
- Local jobs associated with an Master Train Plan (MTP) working cannot be converted to a Tuckerbox working unless agreed.
- Relief not refused (if available) upon return from Tuckerbox working.
- Master roster hung for 21 days in a prominent location, roster objections open for 14 days.
- Route Tuition payment increased to \$30 per shift.
- Driver Trainers paid route tuition payment when performing route tuition on qualified drivers.
- AER Route tutors paid DOO allowance and route tuition allowance when delivering route tuition.
- Creation of 6-week training block (with clear/ fair parameters).

### **Ballast Cleaning and Drainage Specific**

- Penalty allowance increased to Coal 1 rate (upon 1<sup>st</sup> anniversary of EA)
- “Floating” 8 on, 6 off Roster (upon 1<sup>st</sup> anniversary of EA)

### **Transport Operators Specific**

- Strengthened transition to Traincrew provision.
- Shift prior to Trainee Driver testing or medicals to be finished by 1800hrs.
- Paid the higher rate of either FO/OM or Trainee Driver when completing Trainee Driver training.
- AER OM's and Yard Co-ordinators not currently receiving the locality allowance will now have access to the allowance.
- EA enshrined depot Master Rosters creation.
- RDO's defined to be a 24-hour period from 0001-2359.
- Creation of a flexible 6-hour RDO shoulder (before or after RDO's).
- A 0600 shoulder after a week or more leave.
- Overtime shifts cancelled with less than 12 hours' notice will attract a 4-hour stand-alone payment at the rate of the day.
- Lift Up and Lay back maximum of 4 hours lifted up or laid back, more by agreement. Paid standalone fortnightly, at 100% of the ordinary rate, rounded up in hour blocks.
- When rostered a 12-hour shift or extended to work a 12-hour shift, there must be a 12-hour rest break.
- No non-local car driving after 9 hours on duty, unless agreed.
- Creation of AER OM job classifications.

From here your bargaining team meets again next week with the business to finalise the drafting of the proposed EA (capturing the intent of positions reached). Once completed and due diligence is finalised, employees will receive a copy of the proposed EA (hopefully just after Christmas), depot meetings will then take place and finally all workers covered by the Agreement will be asked to vote on the approval of the terms negotiated.

I must thank your AFULE workplace bargaining representatives for their efforts, perseverance and professionalism at the bargaining table;

John Pederson – Maryborough  
 Rob Daniel – Townsville  
 Nathan Barrett – Cloncurry

**Traincrew representing Traincrew**

Sam Crawford – Acacia Ridge  
Peter Zischke – Emerald  
Gary Shaw – Rockhampton  
Jeff Nugent – BC&D

It is through the effort of this group and the input and assistance of many more that have led to a proposal that we believe deserves your consideration and support.

If you have any questions or you would like more details on the above, please contact your state office on 3844 9163, email [traincrew@afule.org.au](mailto:traincrew@afule.org.au) or contact your local AFULE representative.

In Solidarity,

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

Mick McKittrick,  
State Secretary