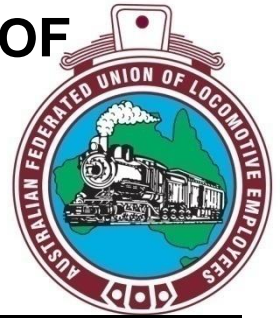


AUSTRALIAN FEDERATED UNION OF LOCOMOTIVE EMPLOYEES



Circular: 57/18

Ref: BHP Update

28/06/2018

BMA EA Update

Dear Traincrew,

For close to 12 months the AFULE has been in discussions with BHP Hay Point Rail in an attempt to reach agreement for your new Enterprise Agreement.

We have been successful in achieving some small improvements around notice time for a roster change, the ability to take only 2 days leave, access to Long Service Leave at 7 years and the ability to cash out personal leave per the Act.

In May 2018 we dragged BMA to the Fair Work Commission in an attempt to get the company serious about negotiating you a new deal. Since that time we have had two meetings securing only the 2 days of annual leave at a time and a pay offer that in effect is a pay cut against CPI.

Next Friday we meet in Brisbane at the Fair Work Commission again to give the commissioner a briefing of what differences are still in place. The major items we are seeking to achieve are;

- A fair pay increase that keeps up with the price of living.
- A true performance bonus whereby when the company does well, the employees are recognised for the increased productivity.
- A wording change to ensure employees are not forced to work their days off for no extra pay. The company maintains that as they do not currently order employees to attend work for no pay or TOIL, there may however be a time in the future they may want to do so. We are seeking that all additional shifts worked are by agreement only.
- All hours worked beyond 1976 for the year are credited to TOIL. The company reply is that no employee gets close to 1976 for the year. When pushed on why the objection to offer TOIL if it were to happen the response was "there may be a change of roster". To be clear, under this agreement you are only entitled to 104 RDO's per year. If there was a change of roster or management, there is the ability to work 2000+ hours per year and you receive no extra payment or TOIL.
- Employees are to be finished at a reasonable hour on their last shift. It is our strong opinion that finishing a shift mid-morning or later in your first rostered off period is unacceptable.
- Supervisors leave not to affect the ability for traincrew to access leave. Leave should come from two different pools.
- The lift up and lay back hours to be reduced.

Many of our claims are at zero cost to the business and are clauses the company currently doesn't invoke. The company is seeking a 4 year agreement. If these above noted clauses are not rectified, there could be dire consequences to traincrew, especially if a change of management were to come on board.

We are dedicated to continuing to achieve a positive outcome for our BMA members. If you are not a member, now is the time to join. There is strength in numbers. I will keep you updated as negotiations progress

Please contact us either by email at statesecretary@afule.org.au or telephone on **3844 9163**.

Yours fraternally

Greg Smith | State Secretary | AFULE

Traincrew representing Traincrew