

# AUSTRALIAN FEDERATED UNION OF LOCOMOTIVE EMPLOYEES

Circular: 39/20  
Ref: PN Coal EA  
09/04/2020



## PN Enterprise Agreement Proposed Changes

Dear members,

Today Pacific National QLD Coal announced plans to alter your existing Enterprise Agreement in response to the COVID 19 Pandemic by adding a new schedule to your EA. This audacious move is contrary to other rail operators within Queensland that have adopted a collaborative approach to resolving potential upcoming problems and discussing these issues with Traincrew and their representatives to find solutions that all parties are comfortable with.

Below are what Pacific National QLD Coal have proposed;

### Enterprise Agreement (EA)

#### Home base sign on/off provisions

- Vary the home base sign on/sign off provisions to Introduce flexibility to change or create new home base sign on/sign off locations in the event of quarantine, contamination or other related circumstances.
- Ability to sign on and sign off remotely via the DriverApp within 10km of your Home Base.
- Where no alternative available, on a temporary basis signing on at the train or similar location.

#### Temporary transfer provisions

- Increase the temporary transfer period to 12 weeks In a 12 month period

#### Shift Lengths

- The maximum shift length for all train crew will be the maximum shift length as specified by the National Rail Safety Regulator.

#### Suspended Rostered Off Period (ROP) shoulders

- ROP's will commence and conclude in accordance with the definition of ROP on page 7 of the Agreement. This is a change from the current shoulders around ROPs (finish last shift before midnight and not start first shift back before 0600) and does not attract overtime rates within these parameters.

#### Reduction in hours

- Where Pacific National has a reduction in work. to avoid a stand down or reduction In head count, the ability to Introduce a reduction in ordinary hours of work and proportionate reduction In pay.

#### Master Roster change

- The timeframe for consultation on a new Master Roster or change to ordinary hours of work Is reduced.

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## Roster Code Of Practice (RCOP )

### Notifications

- A working roster shall be posted by at least 1600hrs prior to the next roster period.
- Rosters notification will provide a start time no less than 24 hours in advance of the proposed shift

### How overtime is offered and allocated

- Overtime (OT) may be offered and will be allocated by PN at Its sole discretion.
- All employees will be notified of available OT shifts by way of a text message (SMS message) and the OT shift will be allocated to the first employee to respond to the message advising they are available. This allocation will be subject to any competency or fatigue management restrictions

### Barracks Locations

- We may need to use new or alternative barracks locations. An example of when this clause might apply if the existing barracks location is required to close due to contamination or Isolation requirements.

### Roster pattern change

- The timeframe to change a roster pattern is reduced to 7 days.

As you can see, there are large concessions that the company is seeking from their workforce for little return other than the *hope* that no employees will be stood down if operations were reduced to a critical level.

All employees in Australia are currently facing an uncertain time and changes to their normal working conditions. What PN are proposing is a very heavy handed approach with minimal consultation prior to producing their document today.

For PN to roll these changes into your in EA requires all Traincrew covered by the existing EA to vote once again and vote yes to the changes. Discussions I have had today indicate that the company may be putting these changes to a vote as early as next Thursday. The AFULE based on the current information at hand cannot endorse a yes vote no matter how dire forecasting of this virus could become. Much more dialogue and alterations would be required before we could commit to accepting any changes to your conditions.

I understand that there are planned employee hook-ups with management this Saturday 11 April at 1200hrs and another on Tuesday 14 April. I encourage members to attend one or both of these employee consultation meetings if available and ask as many questions as you see fit. I also ask that you send any questions you may have to [statesecretary@afule.org.au](mailto:statesecretary@afule.org.au).

Today, Pacific National management committed to meeting with Traincrew unions on Tuesday. We requested this meeting to work on a solution that works rather than forcing these changes through fear. I will be sure to keep you updated of what transpires from this meeting.

If you have any issues or concerns you would like to raise with AFULE please email these to [statesecretary@afule.org.au](mailto:statesecretary@afule.org.au) or call your State Office on 3844 9163.

In Solidarity,



Michael McKittrick, State Secretary

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