

AUSTRALIAN FEDERATED UNION OF LOCOMOTIVE EMPLOYEES

Circular: 40/20
Ref: Bulk Disputes
17/04/2020



Pacific National Coal Update

Dear members,

Last week Pacific National released a document proposing to alter your current Enterprise Agreement and Roster Code of Practice in the face of the COVID 19 pandemic. The AFULE circular relating to this proposal can be found [here](#).

Since that time, the AFULE have had ongoing discussions with senior QLD PN management. As a result of these discussions, we have successfully negotiated that PN will walk away from their original proposal and enter into a more sensible Memorandum of Understanding (MOU) to address COVID 19 pressures that the business may face.

The proposed MOU will last 3 months with a review date and potential to extend whereby COVID 19 is still a real threat within QLD. PN's original proposal was a permanent change to your EA that could be enacted in the event of any "emergency"..

Below I have outlined the potential changes if COVID 19 were to affect the QLD Coal business and *triggers* necessary to enact the short term provisions, however, it is important to note that some of the finer details of the MOU are still being negotiated between the parties :

- In the event a local depot cannot be used due to COVID 19 reasons, employees will sign on/off using the most appropriate means, for example, the Drivers App. (this does not include Travel to Train).
- In the event a barracks location cannot be used due to COVID 19 reasons, alternative barracks locations will be provided. We have requested that local WIF committees are engaged to discuss and vet potential fallback barracks locations.

PN raised that they were seeking rostering amendments to adapt in the event of an outbreak of COVID 19 within depots. What has been negotiated includes where a loss of 5 or more employees in the Blackwater (Gracemere) or Newlands (Bowen) systems, or a loss of 7 or more employees in the Goonyella system (covering Sarina and Coppabella) associated with Coronavirus COVID-19 occur, the following may be adopted to individual systems (alterations to current practices are underlined);

- Employee's will be consulted and notified of any change to their roster pattern a minimum of 7 days prior to implementation.

Where an Employee has previous arrangements, which will be impacted by the change, those arrangements will be honored subject to mutual agreement with the Manager Operations, of that Depot or his/her delegate, and will not be unreasonably withheld.

Any change shall not result in a reduction of the employee's number of entitled ROP's as per the Master Roster.

- A working roster shall be notified 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.

If roster notifications are not made as above, when IPS or Supervisor become aware, they will re-issue notifications immediately or notify crews through authorised methods

Traincrew representing Traincrew

- When Train Crew sign-on time has not been notified 24 hours in advance by 1800hrs that day, then the employee shall make contact with their Depot as soon as practicable to ascertain the details of the relevant shift which will not have a sign on time within the next 24 hours. (except when on ROP's or approved leave – see below).
- When Train Crew are on ROP's or approved leave and a sign-on time has not been received by 1800hrs on the day before the first return shift, then the employee shall make contact with their Depot as soon as practicable to ascertain whether they are required to attend for work the following day (ROP shoulders must be observed).

As a union we understand that all rail operators are building contingency plans to deal with the threat of COVID 19. Through consultation with our membership, we have worked through the above outcomes via a temporary document (MOU), with trigger points leading to implementation that are transparent and measurable.

Further amendments the company originally had proposed included travel to train, 12 weeks relief in a foreign depot, alteration to ROP shoulders and the removal of guaranteed time. These items are not included in this MOU and will *only* be entertained by the AFULE in the future where the most dire of consequences face our membership due to COVID 19.

We understand that early next week the company will be releasing details of this MOU for your viewing and feedback. If you identify any issues with the details provided, please raise these directly with your state office and with the company.

The AFULE are having member telephone hook-ups to discuss PN issues. If you are an AFULE member that has not been receiving dial in details, please contact your state office.

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

In Solidarity,



Mick McKittrick,
State Secretary