

AUSTRALIAN FEDERATED UNION OF LOCOMOTIVE EMPLOYEES



Circular: 62/24
Ref: QR Dispute
25/06/2024

Out Depot Allocation Dispute

Dear members,

The AFULE typically does not send public comms on personal matters as we have many personal member issues that we deal with on a daily basis that require confidentiality.

Our time is best spent ensuring the intent of recent negotiations are captured, lodging additional backpay disputes, ensuring quality representation and procedural fairness to members and ensuring rogue bosses are kept in line.

However, we are aware of discussions taking place in depots, on social media pages and on official communications from others regarding a dispute currently on foot relating to an out-depot transfer.

Rather than send vague comms that invokes speculation and division, allow me to paint the true picture of what is currently happening with this matter;

Imagine for a moment that your boss comes to you and offers you your dream job in your dream location.

You then start that dream job and it's everything you hoped it would be.

You've moved around your life to do that dream job and everything is now exactly as you want it to be.

Imagine then, that your boss came to you after you'd been working your dream job for 4 weeks and says- "Oh sorry, you can't have your dream job anymore, you have to go back to your old job."

What would you want your union to do?

You'd want them to step in and make sure that your boss knows that you can't do that to people, wouldn't you?

Well, that's what the AFULE has done.

Another union might be telling you that we're attacking seniority. We are not.

We care about seniority, and we have fought hard to make the seniority process transparent so that this sort of thing doesn't happen in the future.

However, one of our members has been treated poorly and we have a moral obligation to address that wrongdoing.

Traincrew representing Traincrew

We would do the same for you and we hope that every union, faced with the same scenario, would support their members if it happened to them.

Just to address some nasty rumours doing the rounds: for the record, none of our officials or delegates have the ability to manipulate the seniority list or coerce management to have member A or member B circumnavigate the seniority system. Such activities could invoke the Crime and Corruption Commission (CCC). Individuals insinuating such activities which are found to be knowingly untruthful could also find themselves at the liberty of the CCC or other legal jurisdictions.

Someone within QR HR or Rosters made an error, unfortunately it happens often with depot transfers. What we need to do is ensure it doesn't happen again, and I believe what we have negotiated into the proposed new EA ensures a clear, transparent process. A process we have been advocating for on members' behalf for many years.

Our member at the centre of this mess received a formal letter of offer from the business. This offer was accepted, which then becomes a formal and binding employment contract that cannot be revoked simply because long after the fact, an error is found.

The AFULE is not fighting against seniority. We are defending our member's well established contractual right under contract and employment law.

For now, we will continue to ensure the current contractual agreement is followed whilst also assisting QR in ensuring such an error is not encountered again or where it does occur, rectified prior to offer and take up.

Citytrain AFULE members are blessed that they have many approachable senior delegates and officials that can be contacted to discuss issues with. Your state office staff and officials including myself are also available to all members to discuss concerns you may have or dispel/ explain scuttlebutt you have heard that you would like clarification on. Please feel confident to make a call or send an email if you have concerns and we will provide you with facts on the matters on hand (within the bounds of member confidentiality).

In other news, the AFULE is now in receipt of the draft Queensland Rail Traincrew Enterprise Agreement 2024. We have provided an undertaking to provide our detailed feedback and updated clauses by 1700, this Thursday, 27 June. We then meet with QR representatives next Tuesday, 2 July, to finalise the document and negotiate the finite details of the intention of certain clauses. It is hoped that all Traincrew will be in receipt of the proposed EA by the following Monday (8 July). I will be sure to provide updates should this date change.

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 or contact your local AFULE representative.

In Solidarity,



Mick McKittrick,
State Secretary

Traincrew representing Traincrew