



PACIFIC NATIONAL

NATIONAL OPERATIONS CENTRE BULLETIN

2 March 2016

NOC – We Learn The Truth

After months of sending you glossy flyers of manager profiles and telling your Union very little, today Pacific National formally advised the RTBU of its true intentions. The company **does not** intend to recognise any of the current enterprise agreements. It does not want any enterprise agreement coverage at the National Operations Centre and will only offer individual common law contracts to anyone employed there.

This is contrary to the assurances the company previously gave to the RTBU - that being there was no intention to exclude employees from an enterprise agreement.

Your State Secretary, Alex Claassens told the company today that he was extremely disappointed with the company's position. What has been presented to us today is not what the union and its members have been told since the start of discussions surrounding the NOC. Instead the company is trying to shut us out.

The company wants to portray this operations centre amalgamation as something "new" with no similarities in function or Job to anywhere else. The Union has told them that merging operations is common practice; but the big difference is that PN is attempting to exclude your union from representing you.

Your current employment falls within the scope of an enterprise agreement. It is quite obvious the company has used its time over past weeks to come up with the best deal for them - potentially at the expense of your terms and conditions.

The RTBU National Office is speaking to its lawyers and will fight these changes as best we can. **But in doing so we need your assistance.**

We need you to:

- 1) Complete and lodge a dispute notice with your manager about the lack of consultation and changing your employment conditions without your agreement. We've attached a draft template for you to use. Once you have lodged the notice with your manager, please scan a copy and email it to the Union.
- 2) Send us a copy of your current PD and Job Title. PN is saying that the jobs in the new centre are different to current roles that you are performing. We need to demonstrate to PN that they're not.

We understand these are very challenging times for our members. You can be assured we will be doing everything possible to maintain your current and future entitlements. We ask you to make your feelings known to management about this outrageous attack on your jobs, your conditions and workers' rights (be respectful of course). It is also important that you consider your health and take advantage of the company's employee assistance program.

Further info please visit rtbu.org.au

Scanned info to: gcameron@rtbu-nsw.asn.au

Authorised by B. Nanva, National Secretary, Rail, Tram and Union.