



PACIFIC NATIONAL GENERAL NEWSFLASH

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Redundancies and restructure

After strong action by the RTBU, Pacific National has agreed to slow down the redundancy program with a view to avoiding or minimising any compulsory redundancies.

- **Suspending** the Compulsory Redundancy program in Intermodal for two weeks, and **putting** possible redeployment options back on the table;
- Ensuring that no notices of Compulsory Redundancy in Coal are made over the next two weeks while we explore options such as redeployment; and
- **Blocking** Pacific National's attempt to remove our right to demand information about staffing matters (as enshrined in our Enterprise Agreement).

These changes came about because the Union initiated a series of **disputes in the Fair Work Commission** about redundancies and restructuring across Intermodal, Bulk and Coal.

The Union has had to fight Pacific National all the way to ensure the Company **sticks to the terms of our Enterprise Agreement**. We have been concerned that the Company's actions may have been a **back-door attempt at casualisation** of the work force - rather than a genuine redundancy program.

The Company continues to maintain that the current downsizing program in each of those Division is a response to deteriorating market conditions - and not due to the integration processes.

The Company also stated at the Commission that it has not made any definite decision to make any significant change arising from the integration process which impacts on EA employees (with one exception in the Coal Division).

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After lengthy debate and argument, and after offers and counter-offers, the Company forwarded its **final offer** to the RTBU, which we have accepted:

1. To the extent that employees in Bulk and Intermodal have already been advised that their Expression Of Interest for Voluntary Redundancies has been accepted, there will be no extension to the notified date.
2. In relation to Coal, the EOI's for Voluntary Redundancies closed on 23rd May 2014. The Company will assess the applications and commence notification of employees next week as to whether their application for Voluntary Redundancy has been accepted.
3. In relation to Bulk Compulsory Redundancies, employees have been notified of their termination date. The Company did not agree to an extension of the termination date but remains open to discussing with the RTBU and the affected employees, options for avoiding Compulsory Redundancy between now and the nominated termination date, including reasonable redeployment options.
4. In relation Coal the Company agrees not to issue any notice of Compulsory Redundancy before Friday 6th June 2014.
5. In relation to Intermodal the Company agrees not to terminate any employee by reason of Compulsory Redundancy before Friday 6th June 2014. However, in the intervening period the Company intends to notify affected employees and talk to them and the union about options for mitigating or avoiding the need for some or all of the Compulsory Redundancies. The Company commits that the notice period for any affected employee will not start to run before 6th June 2014.

COAL MEMBERS

All members who have expressed an interest in Voluntary Redundancy could you please advise Steve Wright at swright@rtbu-nsw.asn.au or Kevin Pryor at kpryor@rtbu-nsw.asn.au so that the RTBU is aware of who, what and where depot members' are expressing an interest for Voluntary Redundancy.

This will assist the RTBU in negotiating a better outcome rather than having Compulsory Redundancies occurring at depots.

WHAT HAPPENS NEXT

The Union will continue to meet with the company over the next two weeks to rigorously ensure the Company follows appropriate procedures for dealing with both Voluntary and Compulsory Redundancies.

We will keep you up to date with further information as we go through this difficult process.