

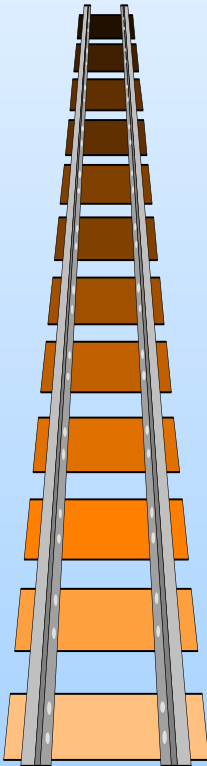
ACTU/NZCTU/ITF Toll Conference



An RTBU Experience

**June 14th, 2005
Wellington New Zealand.**

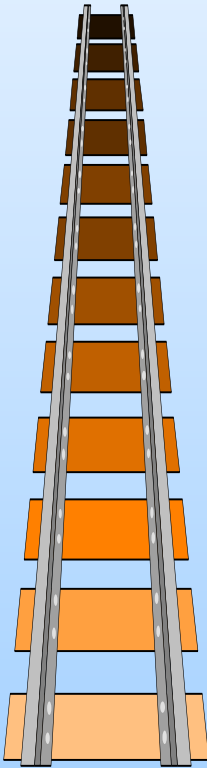
Bob Hayden - National Secretary



Rail Tram & Bus Union (RTBU) ...



- 33,000 members 60% public 40% private
(Freight Sector 80% Private & Growing)
- Rail, Tram & Bus Industry highly unionised
- 95% Union density
- 26,000 members in rail
- 5% Growth last 12 months



What Parts of TOLL Do We Deal With

QLD Branch

(approx 70 members)

- **QRX** - Wholly Owned by TOLL
- **Pacific National QLD** - 50% Joint ownership TOLL & Patrick's

National

(approx 2800 members)

Pacific National - 50% Jointly owned by TOLL & Patrick's.

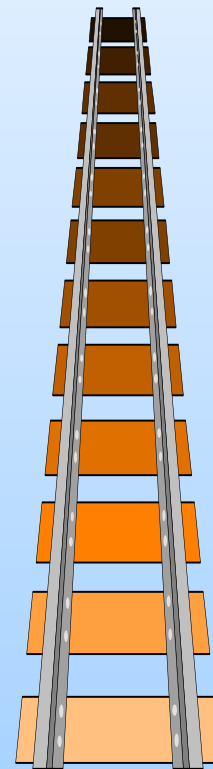
NSW - ex *FreightCorp*

ACT - ex *National Rail*

VIC - ex *Freight Australia*

TasRail

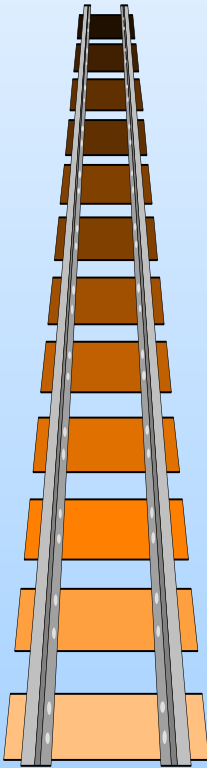
ATN Access



Levels of Union Organisation



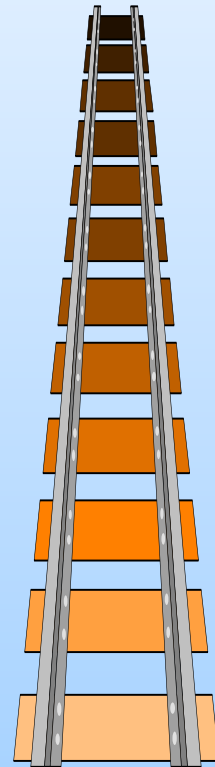
- **Density.**
Approx 95% - all Classification's.
- **Delegates.**
All Depots, All Locations / States.
- **Delegate Structures.**
All Locations have either a Secretary or Snr Delegate, with most also having between 3 and 10 delegates.



History of Dealing with TOLL



- Our dealing with TOLL, commenced with their joint purchase with Patrick's of NSW FreightCorp and National Rail (Pacific National) in 2002.
- In 2004 they Jointly formed with Patrick's, Pacific National QLD.
- In 2004 TWU & RTBU reach agreement for RTBU to cover QRX (approx 8 rail terminal staff) in Queensland. (Wholly owned by TOLL).



State of Relationship with TOLL.

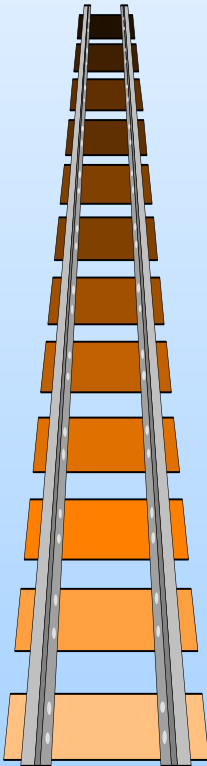


- **Queensland - QRX & Pacific National QLD**

Good with no major problems at this point in time.

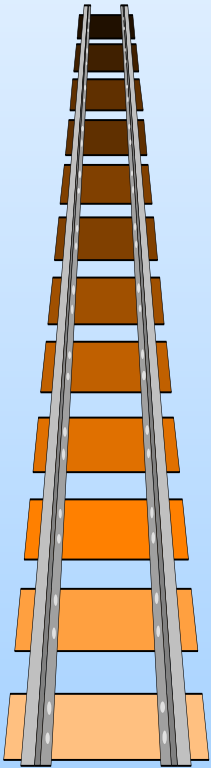
- **Nationally - Pacific National - NSW, ACT, VIC, TasRail & ATN**

Difficult and getting worse, numerous disputes, & at times hostile.





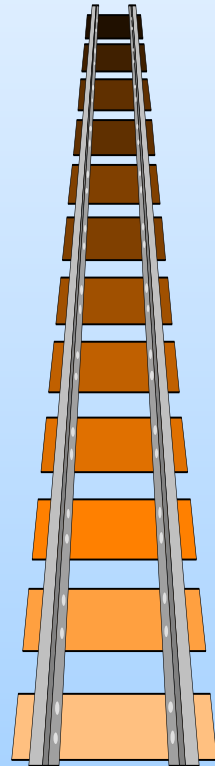
Collective Bargaining with TOLL.



- **Collective Agreements with all Pacific National Companies and QRX.**



- **Current Pacific National NSW / ACT Collective Agreement negotiations at point of breaking down.**
- **TOLL seems to have little if any influence in Pacific National Industrial Relations agenda.**

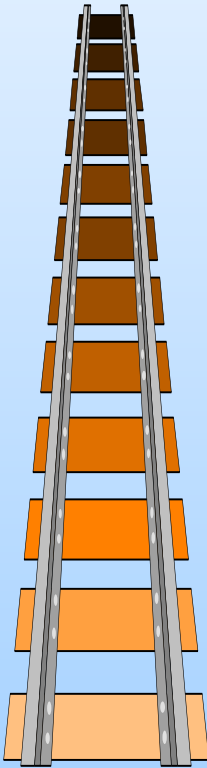


Union Recognition & Rights in TOLL.....



All Current Agreements Contain Most of the following:

- Delegates Rights
- Paid Union Leave
- Paid Union Training
- Right of Entry
- Union Notice Boards



...Problems Faced...



- Current Collective Agreement Negotiations, at point of Breaking Down. Industrial Action likely.
- Trying to remove all Union recognition clauses from agreement.
- Threatening to seek non union agreement.
- PN - NSW & ACT constantly involved in a state of Industrial conflict.

