

Elliot Stein

From: Mainaaz Oakley
Sent: Friday, 11 November 2016 10:31 AM
To: Elliot Stein
Subject: FW: URGENT: Briefing Note - Traincrew EBA (Commercial-in-Confidence)
Attachments: FINAL Document - Minister for Transport.pdf



Mainaaz Oakley

Senior Policy Advisor

Office of the Hon Stirling Hinchliffe MP

Office of the Minister for Transport and the Commonwealth Games

Leader of the House

P M

Mineral House, 41 George Street, Brisbane QLD 4000

From: Marshman, Nerida [mailto:

Sent: Friday, 11 November 2016 10:30 AM

To: MCS Executive Services <MCS.Executive.Services@tmr.qld.gov.au>; TMR DLO <TMR_DLO@tmr.qld.gov.au>;

Mainaaz Oakley <Mainaaz.Oakley@ministerial.qld.gov.au>

Cc: Government & Stakeholder <GovernmentStakeholder@qr.com.au>; Ministerial & Executive <mex@qr.com.au>;

Schneider, Kellie ; Lynch, Clarissa <

<; Purnell, Alexandra ; Board Office

<BoardOffice@qr.com.au>

Subject: URGENT: Briefing Note - Traincrew EBA (Commercial-in-Confidence)

Good morning

Attached for the Minister's attention is an information brief on the timing of final negotiations around the traincrew agreement.

Please do not hesitate to contact me if you have any questions.

Kind regards

Nerida



Nerida Marshman

Senior Adviser Ministerial & Executive Liaison

Level 13, Rail Centre 1, 305 Edward Street

GPO Box 1429 • Brisbane, Qld 4001

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Pages 2 through 6 redacted for the following reasons:

Schedule 3, Section (2)(1)(b) - Consideration of Cabinet
Schedule 3, Section (7) - Legal Professional Privilege

Released under RTI Act - DTMR

Elliot Stein

From: Duce, Nicholle [redacted] NR
Sent: Friday, 2 December 2016 6:23 PM
To: Nicole Hollows [redacted] NR; Elliot Stein; Jason Humphreys; Scales, Neil
Cc: Farrelly, Diana; Hawkins, Michael
Subject: FW: Notice of Industrial Action
Attachments: LetterNScales_BLP_2122016.pdf; ATT00001.htm; LetterNScales_SignOn_2122016.pdf; ATT00002.htm; LetterNScales_Stoppage_2122016.pdf; ATT00003.htm; LetterNScales_PostedRoster_2122016.pdf; ATT00004.htm; Talking Points Traincrew - Protected Industrial Action 02122016 V1.docx

Dear all

We have received the attached notices of protected industrial action from the RTBU.

Schedule 3, Section 2(1)(b) - Consideration of Cabinet

Schedule 3, Section 7 - Legal Professional Privilege

For your reference, please also find attached preliminary talking points we have prepared in response to the RTBU's notices.

Michael Hawkins and I will provide an update as developments arise.

Kind regards
Nicholle



Nicholle Duce

Executive General Manager Human Resources
Level 2, Rail Centre 1, 305 Edward Street
Brisbane, QLD 4000

[redacted] NR

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From: Hawkins, Michael
Sent: Friday, 2 December 2016 5:48 PM
To: Duce, Nicholle
Subject: Fwd: Notice of Industrial Action

FYI

Sent from my iPhone

Begin forwarded message:

From: "Peter Allen" [redacted] NR
To: "Scales, Neil" [redacted] NR
Cc: "Owen Doogan" [redacted] NR, "Shayne Kummerfeld" [redacted] NR, "Hawkins, Michael" [redacted] NR
Subject: Notice of Industrial Action

Dear Mr Scales,

Please find attached notices of industrial action relating to the traincrew agreement negotiations.

I am the contact officer for this matter.

Regards,

Peter Allen
Principal Industrial Officer
RTBU Qld

[redacted] NR
Rail Tram and Bus Union
Level 1, 457 Upper Edward Street, Brisbane, 4000

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Pages 9 through 24 redacted for the following reasons:

Schedule 3, Section 2(1)(b) - Consideration of Cabinet

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Elliot Stein

From: Jason Humphreys
Sent: Saturday, 3 December 2016 8:29 PM
To: Curtis Pitt
Cc: Stirling Hinchliffe; Elliot Stein
Subject: Re: Notice of Industrial Action

The meeting is at 10.30am.

On 3 Dec. 2016, at 8:21 pm, Curtis Pitt NR wrote:

Thanks Jason. I'll be available via phone. Please advise the time.

Sent from my iPhone

On 3 Dec. 2016, at 5:48 pm, Jason Humphreys <Jason.Humphreys@ministerial.qld.gov.au> wrote:

Treasurer / Minister

Just wanted to provide you both with the email trail from today.

Schedule 3, Section 2(1)(b) - Consideration of Cabinet

Your advice on how to proceed would be appreciated.

Regards Jason

Released under RTI Act - DTMR

Elliot Stein

From: Hollows, Nicole <[redacted] NR>
Sent: Saturday, 3 December 2016 8:52 PM
To: Jason Humphreys
Cc: Duce, Nicholle; Hawkins, Michael; Scales, Neil; Dave.Stewart@premiers.qld.gov.au; Angela MacDonagh; Elliot Stein
Subject: Re: Notice of Industrial Action
Attachments: image7a6906.JPG; imagecb4fd3.PNG; imagee6d59e.PNG; image867083.PNG; imageb1c1ab.GIF; image64fd67.GIF

Jason et al

Schedule 3, Section 2(1)(b) - Consideration of Cabinet

Kind regards

Nicole

On 3 Dec 2016, at 5:44 PM, Jason Humphreys
<Jason.Humphreys@ministerial.qld.gov.au<mailto:Jason.Humphreys@ministerial.qld.gov.au>> wrote:

Nicole

Just confirming the Treasurer has not yet approved the action outlined in the email below and is awaiting further advice from Treasury.

Thanks Jason

On 3 Dec. 2016, at 3:01 pm, Elliot Stein
<Elliot.Stein@ministerial.qld.gov.au<mailto:Elliot.Stein@ministerial.qld.gov.au>> wrote:

Schedule 3, Section 7 - Legal Professional Privilege

Pages 28 through 38 redacted for the following reasons:

Schedule 3, Section 2(1)(b) - Consideration of Cabinet
Schedule 3, Section 7 - Legal Professional Privilege

Released under RTI Act - DTMR

Nathan Legge

From: Elliot Stein
Sent: Monday, 12 December 2016 5:12 PM
To: Purnell, Alexandra
Cc: Darren Roberts; Hinchliffe Media; Hill, Jessica; Fortuna, Natalie; Hooper, Simon; Scarff, Justine; Mears, Carla; Payne, Grant; Queensland Rail Media
Subject: Re: Courier Mail questions

Approved.

Sent from my iPhone

On 12 Dec. 2016, at 5:11 pm, Purnell, Alexandra NR wrote:

Hello,

Here is our suggestion – necessarily brief. Let me know if ok. Many thanks, Alex

“Negotiations for a new enterprise agreement for traincrew are ongoing and we continue with this process in good faith.”

<image001.gif>

Alexandra Purnell

Team Leader – Media
Floor 13 Rail Centre 1, 305 Edward Street
Brisbane, QLD 4000

NR

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<image005.jpg>

<image004.png>

From: Purnell, Alexandra
Sent: Monday, 12 December 2016 3:50 PM
To: 'Elliot Stein'; Darren.Roberts@ministerial.qld.gov.au; 'Ministerial Inbox'
Cc: Hill, Jessica; Fortuna, Natalie; Hooper, Simon; Justine.Scarff NR Mears, Carla; Payne, Grant; Purnell, Alexandra; Queensland Rail Media
Subject: Courier Mail questions

Hi guys,

The Courier Mail has been in touch, Kelmeny has been talking with the unions. She says they say they are angry at all the chopping and changing of shifts, jack of all the changes. One driver was so frustrated he left his train at Roma Street on Thursday (nb/ This was actually Tues night and is under HR investigation now).

She says there are discussions within the union about stoppages. They say EA negotiations are at an impasse and mentioned the consultant brought on who was meant to help with the EA.

She said she also understands the unions are now using the comfort break as a bargaining tool as they know this is something we want removed. She asked if this was correct, as she understands

Owen originally said they were happy to remove it. We asked if they are using it as a bargaining tool, what they wanted in return, but she said she didn't know.

We will work up a response but it'll be very brief and won't go into the detail on this. Best Regards,
Alex

<image001.gif>

Alexandra Purnell

Team Leader – Media
Floor 13 Rail Centre 1, 305 Edward Street
Brisbane, QLD 4000

NR

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<image005.jpg>

<image004.png>

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Nathan Legge

From: Mears, Carla [redacted] NR
Sent: Friday, 16 December 2016 10:58 AM
To: Darren Roberts; Elliot Stein
Cc: Schneider, Kellie; Fortuna, Natalie; Hooper, Simon; Scarff, Justine; Mears, Carla; Payne, Grant; Purnell, Alexandra; Queensland Rail Media
Subject: FW: Train crew EBA negotiations

Hi Darren and Elliot,

We have received the below enquiry from the Courier Mail regarding the EBA negotiations.

We will draft a response.

Thanks,

Carla



Carla Mears

Senior Media Adviser
Level 13, Rail Centre 1
305 Edward Street
Brisbane, QLD 4000

[redacted] NR

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From: [redacted] NR
Sent: Friday, 16 December 2016 10:50 AM
To: Queensland Rail Media
Subject: Train crew EBA negotiations

Hey guys,

I wanted to get some info on the train crew EBA negotiations.

Is there an agreement about to be imminently signed?

In terms of the conditions for drivers and guards, what is the standard shift in terms of hours in the current version of the EBA being negotiated? (obviously excluding overtime)

What is the total time that the drivers and guards will be working in the train in the current version of the EBA being negotiated? This figure excludes all breaks.

What are the entitled breaks listed in the currently negotiated EBA? Does that include a 20-minute comfort break every 2.5 hours, and does it also include 10 minutes walking time to and from the train?

What is the percentage pay rise being negotiated on?

My deadline is 5pm today.

Cheers

--

NR

State Political Reporter



Cnr Mayne Road & Campbell Street Bowen Hills QLD 4006

NR

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Nathan Legge

From: Elliot Stein
Sent: Sunday, 18 December 2016 10:52 AM
To: Darren Roberts
Cc: Alex McLaren
Subject: Just in case. HIB on eba.
Attachments: 20151119 - Enterprise Agreement Industrial Action.docx; ATT00001.txt

In case anything runs.

Released under RTI Act - DTMR

HIB – Queensland Rail Enterprise Agreement

The Government is committed to restoring frontline services and implementing its five point plan to boost traincrew numbers.

Queensland Rail has been bargaining in good faith with its unions and I am advised they have reached agreement on the core conditions of a proposed new Traincrew Enterprise Agreement.

The core conditions of the proposed agreement include a wage increase of 3% per annum over four years.

The Government welcomes the positive step forward in finalising this agreement which will deliver certainty for the travelling public.

Background

Schedule 3, Section 2(1)(b) - Consideration of Cabinet

Pages 45 through 66 redacted for the following reasons:

Schedule 3, Section 2(1)(b) - Consideration of Cabinet

Released under RTI Act - DTMR

Elliot Stein

From: Jason Humphreys
Sent: Friday, 16 December 2016 7:34 PM
To: Board Office
Cc: Elliot Stein; nicole.hollows [redacted] NR [redacted] dave.stewart@premiers.qld.gov.au; Gregory Tonks (gregory.tonks@treasury.qld.gov.au); Benstead, Jim; Scales, Neil
Subject: Re: Queensland Rail Confidential: Board Correspondence - 2016 Traincrew Enterprise Agreement

Sensitivity: Confidential

Thanks, appreciate the update.

Regards Jason

On 16 Dec. 2016, at 4:48 pm, Board Office <BoardOffice@qr.com.au> wrote:

Queensland Rail Confidential

Good afternoon

Please find attached correspondence from the Queensland Rail Board in relation to the 2016 Traincrew Enterprise Agreement.

Kind regards

Board Office

<image001.gif>

Board Office

Rail Centre 1-14, 305 Edward Street, Brisbane
GPO Box 1429, Brisbane Q 4001 •

[redacted]
NR

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Pages 68 through 72 redacted for the following reasons:

Schedule 3, Section 2(1)(b) - Consideration of Cabinet

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Elliot Stein

From: Scarff, Justine [redacted] NR
Sent: Friday, 16 December 2016 3:54 PM
To: Elliot Stein
Cc: Schneider, Kellie; Benstead, Jim
Subject: *For review*: 2016 Traincrew EA - message for TSD

Hi Elliot,

Please see in below email a draft internal announcement for your review. We would like to send this today, ideally. In addition, we have received the below Courier Mail enquiry and propose the following response to be sent after the internal message is distributed.

Please let me know your thoughts.

Kind regards,

Justine

Enquiry:

Hey guys,

I wanted to get some info on the train crew EBA negotiations.

Is there an agreement about to be imminently signed?

In terms of the conditions for drivers and guards, what is the standard shift in terms of hours in the current version of the EBA being negotiated? (obviously excluding overtime)

What is the total time that the drivers and guards will be working in the train in the current version of the EBA being negotiated? This figure excludes all breaks.

What are the entitled breaks listed in the currently negotiated EBA? Does that include a 20-minute comfort break every 2.5 hours, and does it also include 10 minutes walking time to and from the train?

What is the percentage pay rise being negotiated on?

My deadline is 5pm today.

Cheers

--

[redacted] NR
State Political Reporter

Draft response:

Following further negotiations, the core conditions of a proposed new Traincrew Enterprise Agreement are agreed between Queensland Rail and the relevant unions.

The core conditions of the proposed agreement include a wage increase of 3% per annum over four years.

We intend to finalise the process in the new year, which includes traincrew employee information sessions and voting on the proposed agreement.

Ends

Schedule 3, Section 2(1)(b) - Consideration of Cabinet

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