

AGREED CLOSURE PROCEDURE FOR LOCOMOTIVE WORKSHOPS, EVELEIGH

The following agreement has been entered into between the Combined Unions, Loco Works, Eveleigh, the Workshops and Depots Campaign Committee, the (individual rail unions) and the SRA.

A. Application of the Seniority Principle

- i) Those positions which will be available at Loco Works, Eveleigh and in the Chullora area after 1/1/88 will be offered to eligible employees at Loco Works Eveleigh in seniority order. The seniority principle to apply will be seniority in classification.
- ii) The Foundry and Engine Shop will remain at Eveleigh at this point in time with associated staffing requirements to be filled on a classification related seniority basis. Similarly in respect to the relocation of work functions from Eveleigh associated positions will also be filled on a classification related seniority basis.
- iii) Employees who have applied for transfers outside of Workshops, Mechanical, and Signals and Communications branches will have their applications processed as per usual.
- iv) Employees who have applied for and have been accepted for positions in the Pilot Manufacturing Plant will be able to take up their positions. This is the one, strict exception to the application of the seniority principle.
- v) The Working Party will distribute a questionnaire to be filled in by all workers at Loco Works, Eveleigh. Before this is done the Redeployment Unit will make available a complete list of available positions including substantive and potential vacancies at existing and other locations, lower grade/temporary positions and special projects identified by individual Branches of the SRA. The SRA will provide lists of actual positions, including locations, wherever this is possible.
- vi) Upon completion and study of the questionnaire results the SRA will bring to the attention of the unions any area where it is believed that application of the seniority principle will produce serious problems in the functioning of sections. The unions, for their part, will give serious attention to modifying the application of the seniority principle if serious dislocation can be substantiated.

- vii) All workers who are affected by the closure of Loco Works Eveleigh will be deemed to be redeployed, and hence to be treated according to the Redeployment Unit guidelines.
- viii) Upon completion of this process a provisional list of workers to fill the Eveleigh and Chullora vacancies will be posted. At this point workers will be able to:-
 - a) Inspect the new work area they have chosen.
 - b) Make any last change of mind.

The new sections at Chullora will also be inspected by the Combined Unions and the workers likely to move there to ensure that amenities, transport and general facilities are satisfactory.

- ix) At the completion of this stage a final list of workers to fill the Eveleigh and Chullora positions will be posted. All remaining workers will then be declared "surplus to requirement".

B. Establishing Final Staff Numbers for Eveleigh and Chullora

- i) The SRA recognises that there will be variations in the numbers of workers required in the various sections marked down for removal from and retention at Eveleigh Loco. During the discussions to take place on the transfer of sections from Loco Works, Eveleigh, the unions will be able to raise their proposals on final staff numbers.

C. Treatment of Workers Declared "Surplus to Requirement"

- i) Employees deemed surplus to requirement will be treated in accordance with the Redeployment Guidelines, the Staff Review Guidelines, the Transfer and Resettlement Scheme and the Transport Authorities Act (1980) and Regulations. These employees will be placed in positions on the following basis:
 - a) Volunteers
 - b) Forced transfer in reversed seniority order

Employees whose seniority is within Workshop and Mechanical Branch (including SCEC) will be declared surplus at intervals of at minimum 3 months ie. a complete list of employees deemed surplus to requirement will be issued on a certain date, and no further employees will be declared surplus for at least three months after this date.

All employees declared surplus in these areas in this period will be treated on a seniority basis by the Redeployment Unit and assigned positions available during this three month period.

Actual redeployment into positions may take place during or after the three month period.

Where workers listed as surplus in the three month period cannot be placed in a position they will remain in their present classification and workshop and be placed in the succeeding three month period list on a seniority basis.

- ii) Workers who will be displaced and are placed in lower graded positions will retain their seniority and rate of pay of their former position together with any subsequent classification increase that may be due prior to reaching the maximum rate for that grade or by award increases subject to conditions outlined in the Transfer and Resettlement policy.
- iii) Employees who have been acting continuously in a higher grade position for a period of 6 months or more immediately prior to redeployment will be treated on an individual basis as to whether they retain the acting rate of pay.
- iv) The SRA has modified selection criteria for redeployed personnel for entry into base grade positions to facilitate the entry of displaced workers into these areas.
- v) The SRA undertakes to make genuine efforts to retrain employees in SRA time in specialised skills to fit them for alternative employment. While such courses include language training and bridging technical courses, requirements will depend upon numbers requiring training.
- vi) The SRA will attempt to place all displaced workers in the position of their choice.
- vii) Displaced workers will be allowed to inspect any new position offered to them by the SRA, and to work in the position for a reasonable trial period, not exceeding six months. If the new position proves unacceptable to the employee they will be free to return to the list of workers to be redeployed, and be subject to redeployment guidelines.

- viii) The SRA will make every effort to place workers approaching retirement age who so wish in the inner city/Eveleigh area. These people could be required for relief within the inner city/Eveleigh area for a period not less than two weeks and may be required to carry out duties outside their calling.
- ix) No worker who has been declared surplus to requirement and forcibly transferred will be required to transfer again within a period of two years. This will be conditional upon reinstatement to their classification in trade (transfer and resettlement policy) or changed circumstances. (as per clause 6 and 7 of Staff Review Guidelines).
- x) As a once off exception employees now at Loco Eveleigh who have been redeployed from Darling Harbour will be retained in the inner city/Eveleigh area and treated as per Clause (viii).

D. Treatment of Workers on Light/Selected Duties

- i) The SRA will make every attempt to place workers on light/selected duties. Medical restrictions will not serve as a pretext for local managers to refuse employment to such workers, provided work is available within their restrictions.

E. Sick Leave and Disciplinary Records

- i) No redeployed workers sick leave and disciplinary record will be used to refuse him/her a position. If the SRA is concerned that a worker has taken excessive sick leave during his time at Loco Works, Eveleigh he/she will be advised on taking up a new position that this is the case.

F. Transfer of Work Not Nominated in SRA Transfer Schedules

During the section-by-section negotiations the SRA will make an audit of all work being currently carried out at Loco Works, Eveleigh. The SRA will, in accordance with its corporate objectives especially commercial competitiveness, and capital availability advise where work will be carried out in the future, and provide the unions with full information on this issue.

General Manager
Workshops.

President
Combined Unions
LWE

Organiser
ARU

Organiser
AMWU

Organiser
ASE