



Aurizon Holdings Limited
ABN 14 146 335 622

ASX Market Announcements
ASX Limited
20 Bridge Street
Sydney NSW 2000

BY ELECTRONIC LODGEMENT

15 July 2015

Aurizon welcomes positive vote on Queensland Construction and Maintenance Enterprise Agreement

Please find attached announcement for immediate release to the market.

Kind regards

A handwritten signature in black ink, appearing to read "D. Smith", written over a horizontal line.

Dominic D Smith
VP & Company Secretary

ASX Announcement

15 July 2015

Aurizon welcomes positive vote on Queensland Construction and Maintenance Enterprise Agreement

Approximately 1,500 Aurizon employees will receive a 4% pay increase each year for three years in return for major productivity improvements and the removal of legacy provisions, following a positive vote by employees on the proposed Construction and Maintenance Enterprise Agreement (EA).

82.7 % of employees who voted were in favour of the proposed agreement in the ballot that ran from 6 - 15 July 2015. The results of the ballot were 886 votes for the EA and 185 votes against.

The new Enterprise Agreement will be lodged with the Fair Work Commission (FWC) and will be in force seven days after approval by the FWC.

“After two years of bargaining in good faith with unions, the positive vote on this Enterprise Agreement is a very welcome result,” Aurizon Executive Vice President Human Resources, John Stephens said.

“It will be the catalyst for significant productivity enhancements and improved workplace flexibility. This is good for employees, customers, business efficiency and the broader economy. Employees will be rewarded with 4% pay increase for each of the next three years.”

The agreement also addresses a number of legacy provisions that are generally not found in contemporary Australian workplace agreements, including by:

- The removal of the ‘no forced redundancy’ provision,
- The removal of rail passes for the majority of employees. Rail passes for employees with more than 25 years of service will be valid for long distance travel until 2018, and;
- Replacing nine different enterprise agreements totalling 600 pages with one enterprise agreement of 70 pages, simplifying a raft of allowances, rostering restrictions and other industrial provisions.

The positive vote on the Construction and Maintenance EA follows the implementation of the Staff EA in January this year, meaning a total of approximately 2,800 Queensland employees are now on more modern and flexible work agreements.

The balance of Queensland-based award employees are covered by the outstanding Train Crew and Transport Operators agreement. Aurizon has reached an in-principle agreement with unions on the proposed agreement, covering approximately 1,700 employees. The proposed agreement will go to ballot from 20 – 27 July 2015.

For more information:

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