

# RTBU EXPRESS

The Official Newsletter of the Rail Divisions of the RTBU Victorian Branch  
**VOL 1 | Issue 15 | 24 October 2014**



## Letter from Secretary

### Rail Divisions hold inaugural delegates' conference



**Luba  
Grigorovitch**  
State Secretary

The RTBU Rail Divisions hosted its first ever all-day delegates' conference at Trades Hall on

Thursday October 16. It was a great success and the plan is to host a delegates' conference on an annual basis. There was strong attendance this year, with over a hundred delegates from across the Rail Operations, Administration, Workshops and Infrastructure divisions turning out on the day.

The RTBU has a plan to strengthen the role of our delegates in our Union, and ensure delegates are equipped with the best skills and know-how possible to represent our members. This is particularly important as we approach the negotiating period for next year's round of enterprise agreement bargaining (EA) for V/Line and Metro. To ensure our members' conditions are protected and strengthened in these EA's, our delegates and organisers will need to draw on their collective experience and work together throughout the bargaining period.

The conference opened with an overview of the day's proceedings, before the RTBU's National Secretary, Bob Narva addressed delegates. Bob discussed the importance of unionism, our successes and our strength in being a collective. We were also honoured to be joined by the Acting Secretary of Victorian Trades Hall Council, Luke Hilakari who joined Bob and I in a panel discussion on 'The modern day role of a delegate'.

After morning tea the conference broke into workshops where each Division discussed their upcoming replacement EA, including the process and principles of bargaining, the make-up of



#### 2014 RTBU Delegates Conference

negotiating teams and key items for developing a log of claims.

After lunch we were joined by Brendan O'Connor MP, the Federal Shadow Minister for Employment and Workplace Relations, who discussed the Abbott Government's industrial relations agenda and anti-union legislation.

We were also joined during the day by the Maritime Union of Australia's David Cushion on behalf of the International Transport Federation who spoke about the struggles of transport workers' unions over the shores. Following his report the delegates' conference unanimously passed a motion to send a message of solidarity via the ITF to our sister unions abroad.

It was with great honour that we concluded the conference by presenting Lindsay Bounds our friend and comrade with life membership. Lindsay has been a member of the RTBU and Australian Railways Union continuously for over 40 years. He began his career on the railways working in the government printing office and served as a union delegate for many years. He has remained loyal to the union ever since and is a true stalwart of the RTBU.

Our delegates displayed the same passion and commitment to unionism throughout the conference that they do representing our members in their workplaces every day - they are the backbone of our union and we would not be able to move without them. It is thanks to their hard work and achievements that our Rail Divisions stand ready to lead our union into the challenges ahead.

Thank you to our delegates and officials for making this years conference such an outstanding success. May there be many more to come.

I look forward to seeing even more delegates at the conference in years to come. ■

**Luba Grigorovitch**  
State Secretary

**RTBU**  
The power of Union

Operations | Infrastructure | Workshops | Salaried  
**rtbuvic.com.au | (03) 9600 3030**

Level 2, 365 Queen Street, Melbourne, VIC 3000 E [rtbu@rtbuvic.com.au](mailto:rtbu@rtbuvic.com.au) F 03 9600 3363



# DEDICATION TO THE MOVEMENT



**Tony Matuszak**  
Organiser Infrastructure  
Projects

RTBU organisers and officials are continuing to travel around Victoria visiting members at worksites to present them

with a small token of thanks from the Union for all the support that they have given the Union over 30 years.

Recently, both Paul Ferraro and myself visited Australian Rail Track Corporation (ARTC) members at Wangaratta to present long time member John Cassidy with a plaque acknowledging his over 40 years membership of the Rail, Tram and Bus Union and its predecessors.

To reach a milestone in one industry is a fantastic achievement and the RTBU feels that it is an important event to celebrate with colleagues.

The Union is finding that it is having to fight harder to stop the casualisation of the rail industry. The rail industry is a strong, happy and prosperous one, which when sharing the benefits with its workers they can nurture reliable and long standing employees such as John Cassidy.

As a Union we will continue to fight off the campaign to casualise jobs and ensure that as many members as possible have the right to good, ongoing and permanent employment.

Should any members have any concerns around their employment, particularly as a casual employee please don't hesitate to contact me on 0409 971 618. ■



**Organiser Paul Ferraro with ARTC member John Cassidy.**

## DAY LIGHT ROBBERY



**Paul Ferraro**  
Organiser

In the week before day light saving was set to begin, it was brought to the RTBU's attention by delegates in the Infrastructure (Track) Division at Metro, that

payroll had distributed an email to all members stating that all employees working a shift when the clock is put forward an hour between 2am and 3am on Sunday 5th October, would not be entitled to be paid for this lost hour. This would in effect mean that members would not be paid for their regular shift length and lose an hour of pay at the double time rate.

This advice by Metro is in direct conflict with the Enterprise Agreements for both Rolling Stock and Infrastructure Divisions, which expressly protect members' entitlements when working a shift over this daylight saving time change. The EA clause states that members are to be paid for the length of shift represented by the difference between the time on the clock at the start of the shift and the time on the clock at the end of the shift – i.e. 11pm – 7am = 8 hours.

In response to learning about this attempt by Metro to undercut our members' entitlements, the issue was immediately raised with management who subsequently agreed to withdraw the earlier direction and members were paid as per the EA.

Thank you to the delegates for their assistance and support in communicating and updating members on this issue.

If members have any questions about their pay, please don't hesitate to call me on 0403 863 869.



As a RTBU member, you get a **25%** discount on our Fixed Fee Conveyancing\* when you buy or sell a house.



To get your discount, simply mention that you're a RTBU member when you contact Slater & Gordon's Conveyancing Works.

**13 18 10**  
slatergordon.com.au/conveyancing

**For your conveyancing, go with a name you can trust.**

\*Conditions apply. See our website for more information:  
[www.slatergordon.com.au/conveyancing/fixed-fee/](http://www.slatergordon.com.au/conveyancing/fixed-fee/)



Slater & Gordon Ltd (ABN 93 097 400)

**Slater & Gordon**  
Lawyers

**Conveyancing Works**  
A Slater & Gordon company



**RTBU**  
The power of Union



# SUPER WIN FOR BORG



**Bryan Evans**  
Organiser

Members at Borg Corporate Property Services are responsible for the presentation of V/Line trains at Southern Cross Station and the North Melbourne Arrivals

Yard. Taking pride in their work members are sick of being treated unfairly by Borg and are taking a stand against number of issues they are facing and have tolerated in good faith until now.

We were told that some members had not received a super contribution for up to 12 months, and most others were missing payments somewhere along the line. Members were being watched and photographed whilst working and managers counting individual minutes between sign in and sign out times. Disciplinary action was being dished out in a manner that can only be described as harassment and 3 hour shifts were common practice forcing members to travel

long distances for minimal pay. Several concerns regarding health and safety were also raised. The workers requested the RTBU to commence negotiations around the election of a Health & Safety Representative (HSR). This election will be finalised soon.

Although there are plenty of unresolved issues at Borg I am happy to announce that all outstanding super contributions have been paid and are now up to date for all RTBU members. A delegate has been elected to cover both Southern Cross Station and the Arrivals Yard and although Borg are resisting the RTBU facilitating the election of a HSR (as per the request of the workgroup), negotiations are well underway to achieve just that. Borg have moved from a non union shop to near 100% union in less than 3 months and without the persistence of the delegates and members none of it would be possible.

If you work for Borg or have any queries please contact me on 0457 006 739. ■



RTBU officials with Borg members.

## REMEMBERING TONY



**Grant Wainwright**  
Organiser

On Friday the 10th of October we again met with the family and friends of Tony Massaria.

The Union movement lost a great man 8 years ago

who tragically died with his duties as an RTBU Organiser. But a family lost a son, a brother and an uncle, we will continue to stand with them.

To us in the Rail Divisions lucky enough to call Tony a mate, we miss him every single day. The impact of Tony's loss is still felt strongly in not only our office but the areas he worked hard in representing.

Our commitment to the Massaria family is one that we take very seriously and will never forget. A big thanks to all the delegates and activists that continue to support this day.

Gone but not forgotten. ■



**Have you  
moved house  
or changed jobs  
recently?**

Please let us know if your details have changed by calling us on **9600 3030** or send us an email on the address below.

**Do you have an email  
address?**

**Do you have a mobile  
phone number?  
send us an email:  
[rtbu@rtbuvic.com.au](mailto:rtbu@rtbuvic.com.au)**

Operations | Infrastructure | Workshops | Salaried  
**[rtbuvic.com.au](http://rtbuvic.com.au) | (03) 9600 3030**

Level 2, 365 Queen Street, Melbourne, VIC 3000 [Ertbu@rtbuvic.com.au](mailto:Ertbu@rtbuvic.com.au) F 03 9600 3363



# RTBU Women

Invites you to  
**Morning Tea**

Wednesday 26 November

10.30am RTBU Head Office



Bringing together Men and Women members  
from **all** sections of the RTBU

Join us as we:

- .Celebrate a year of successes for RTBU Women
- .Unveil the winning design of the RTBU Women Flag Competition
- .Fundraise for :



Prostate Cancer  
Foundation  
of Australia

Breast  
Cancer  
Network  
Australia



**RSVP**

Please RSVP for catering & to be released from work

**LEVEL 2, 365 QUEEN STREET, MELBOURNE**

Telephone: 9600 3030

Email: [women@rtbuvic.com.au](mailto:women@rtbuvic.com.au)

## Contact us

**[rtbuvic.com.au](http://rtbuvic.com.au)**  
**(03) 9600 3030**

Level 2, 365 Queen Street,  
Melbourne, VIC 3000

E [rtbu@rtbuvic.com.au](mailto:rtbu@rtbuvic.com.au)  
F 03 9600 3363

**State Secretary**  
Luba Grigorovitch

**Rail Operations /  
Administration**  
Organiser: Grant Wainwright

**Infrastructure Division**  
Secretary: Kevin Killender

**Admin and Salaried  
Division**  
Secretary: Steven Kozmevski

**Rail Operations Division**  
Organiser: Darren Galea

**OH&S, Industrial and  
Administration Officer**  
Thomas Moorhead

**Admin & Salaried Division**  
Organiser: Bryan Evans

**Workshops Division**  
Secretary: Paul Jumpertz

**Infrastructure /  
Workshops**  
Organiser: Paul Ferraro

**In-House Lawyer**  
Rima Tawil

**Organiser Infrastructure  
Projects**  
Tony Matuszak

