

# RTBU EXPRESS

The Official Newsletter of the Rail Divisions of the RTBU Victorian Branch  
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## Letter from Secretary

# METRO OPERATIONS EA: ONE STEP CLOSER



**Luba  
Grigorovitch**  
State Secretary

After months of intense negotiations with Metro, we have now reached agreement in-principle for a new enterprise agreement for members in the Rail Divisions and the Locomotive Division of Metro Operations.

This agreement is still subject to drafting and legal compliance review, but the bulk of the agreement has been agreed, delivering some significant wins for members.

We expect to finalise a draft Enterprise Agreement for the voting process to commence from 10 November 2015.

It has been a long battle, but one worth fighting. Members would remember that in January this year, you were asked to tell us in a survey what matters most to you when it comes to negotiating Your EA.

Overwhelmingly, the results showed that job security and protecting working conditions were the important issues for members. The RTBU bargaining team went into negotiations with these as priorities.

## THE KEY ITEMS IN THE AGREEMENT ARE:

- 4 years duration – nominal expiry date 30 June 2019.
- 14% wage increase back paid to 1 July 2015. This is over 4 years PLUS a 3% one-off payment on the delivery of HomeSafe and Driver Roster Efficiencies.
- Secured job security provisions such as a supplementary labour clause.
- Disciplinary Procedure now included in the EA.
- Improved consultation and dispute resolution procedures,

As well as a number of other important employment related matters.

We have come a long way in these negotiations. Members would recall that Metro deliberately delayed the commencement of bargaining and only agreed to bargain after we took them to the Fair Work Commission (FWC). Once we commenced bargaining there was little progress made as the process was dragged out and we were ultimately faced with the need to apply to take protected industrial action.

The RTBU was proud that over 98% of members voted in favor to take protected industrial action. Due to this overwhelming result and the endorsement of delegates, we launched into our industrial action campaign. It was great to see members from all Divisions of the Union supportive of our campaign for a fair deal!

Metro used all resources at its disposal to stop members from exercising their democratic right to take protected industrial action. From Federal Court applications and injunctions,

bombarding members with pointless rhetoric in an attempt to confuse and intimidate, to applications to terminate our protected industrial action in the FWC - Metro lost and members in the Operations Division at Metro went out on strike for the first time in 18 years.

I thank the membership for standing united, getting involved and fighting to get the best deal we possibly could.

In the early stages Metro raised over 50 items, some which involved drastic cuts to our hard-won conditions, and put an insulting wage offer on the table. Throughout negotiations, your RTBU bargaining team fought hard to maintain these and other conditions, doing everything possible to get rid of Metro claims that directly attacked your rights at work. And when members went out and took a stand, Metro was forced to reconsider their position.

I have heard a number of members calling on the EA to be voted on ASAP. I agree that we are overdue and we need to get the new agreement batted down as fast as possible, however we must also ensure that the EA is drafted correctly to stop Metro as much as possible down the track from moving away from what was agreed in bargaining.

Once the EA has gone through the drafting stage, members will have the opportunity to review the EA as part of the EA process prior to voting on it.

We have arranged a number of meetings to run through the key items in the proposed EA, but ultimately it is Your EA and you will vote on it.

We will be at a location near you over the coming weeks to answer any questions you may have. Alternatively feel free to call your Organiser or the RTBU Office on 9600 3030

**Luba Grigorovitch**  
State Secretary

**RTBU**  
The power of Union

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**Grant Wainwright**  
Organiser

With the Metro Operations agreement just about done and dusted, it is time that we focus our attention to

V/Line to pull and deliver a fair outcome for our members as a matter of urgency.

Our meetings so far have been nothing short of a frustrating waste of time, with V/Line management seeming to be waiting on a lead from its city cousins.

On Monday 19 October, delegates and officials met to go through the log of claims to assist in moving negotiations forward.

Delegates are prepared to remove items that bear significant cost to V/Line, however remain committed to claims that preserve and enhance current conditions.

As always, members will be kept informed of any developments. Members seeking further information should contact their Delegate, Union office or Organiser.

## YOUR EA: METRO OPERATIONS RTBU UPDATE MEETINGS: COMING TO A LOCATION NEAR YOU

### Monday 26 October

10:00 – Dandenong Station  
12:30 – Southern Cross Station  
15:00 – North Melbourne Station

### Wednesday 28 October

10:00 – Pakenham Station  
13:00 – Melbourne Central Station

### Friday 30 October

10:00 – Upper Ferntree Gully Station  
10:00 – Flinders Street Station  
12:30 – Upfield Station  
12:30 – Metrol/CCTV  
13:00 – Eltham Station  
14:30 – Timetables, Transport House  
15:00 – Caulfield Station  
15:30 – Werribee Station

### Wednesday 4 November

10:00 – Frankston Station  
10:00 – South Morang Station  
11:30 – Malvern AO Depot  
12:30 – Watergardens Station  
13:00 – Hawthorn AO Depot  
13:00 – Clifton Hill Station  
15:00 – Caulfield Station  
15:30 – Box Hill Station

### Thursday 5 November

10:00 – Richmond Station

### Thursday 5 November (Cont.)

10:00 – Newport Station  
12:30 – Springvale Station  
12:30 – Glenferrie Station  
13:00 – MMAO Depot Southern Cross Station  
15:00 – Reservoir Station  
15:30 – Broadmeadows Station

### Friday 6 November

10:00 – Heideberg Station  
10:00 – Essendon Station  
11:30 – AOs/Network Surveillance  
Security, Transport House  
12:30 – Oakleigh Station  
13:00 – North Melbourne AO Depot  
13:00 – Sandringham Station  
15:00 – Flinders Street Station  
15:30 – Mitcham Station

### Monday 9 November

10:00 – Cheltnam Station  
10:00 – Noble Park Station  
12:30 – Parliament Station  
12:30 – Lilydale Station  
15:00 – Thomastown Station  
15:00 – Craigieburn Station

### Tuesday 10 November

10:00 – Footscray Station  
10:00 – Hurstbridge Station

### Tuesday 10 November (Cont.)

12:30 – Belgrave Station  
12:30 – Flagstaff Station  
13:00 – Hawthorn AO Depot  
15:00 – Berwick Station  
15:00 – Elsternwick Station

### Wednesday 11 November

10:00 – Melbourne Central Station  
10:00 – South Yarra Station  
11:30 – Malvern AO Depot  
12:30 – Mordialloc Station  
13:00 – Cranbourne Station  
15:00 – Southern Cross Station  
15:30 – Sunshine Station

### Thursday 12 November

10:00 – MMAO Depot Southern Cross Station  
10:00 – Glenwaverly Station  
10:00 – Ringwood Station  
11:30 – AOs/Network Surveillance  
Security, Transport House  
12:30 – Lilydale Station  
13:00 – Flinders St Station  
15:00 – Dandenong Station  
15:00 – Watergardens Station

### Friday 13 November

11:30 – North Melbourne AO Depot  
13:30 – Drivers Allocation,  
Flinders Street Station

### Contact us

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**State Secretary**  
Luba Grigorovitch

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Secretary: Steven Kozmewski

**Rail Operations Division**  
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Organiser: Jamie Porter

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