

# RTBU EXPRESS

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

### YOU ARE UNION



**Luba Grigorovitch**  
State Secretary

We are just over halfway through what has proven to be an eventful year for the RTBU and our members. Our union

has stood firm against the State Government's plans to introduce the dangerous precedent of on-the-spot cash collection for Authorised Officers. Together we have defended one of our own long-serving members from an unfair dismissal and on a number of occasions have made it clear to V/Line and Metro that we will not cop unfair sackings. We are now waging a campaign to ensure that front-line staff's basic right to safety at work is fulfilled. A campaign that is paramount for our members. Everyone has the right to return home safe from work, no one should be put in harm's way at work and that is why this safety campaign is so important to the membership.

In addition to this campaign and many others which have been run over the past few months, we are now less than 12 months away from the next Enterprise Agreement negotiations for our major operators; Metro, V/Line and Yarra Trams. This means it is more important than ever that our union continues to be shaped by the voices of our members. The RTBU has a long and proud history of consulting with our members and putting their interests first. When your views shape our priorities and campaigns, we are better placed to fight for all members' jobs and rights at work and in the long-term interest of our industry.

As such, members will have received an RTBU survey asking for your feedback on a range of issues - including what you would like to see our union campaign around, the services we provide, the issues you consider the most pressing in the workplace and your overall satisfaction with the RTBU. I am pleased to report that we have hundreds and hundreds of responses. After reading each and every survey gauging your views and feedback, we are better placed to know where



to focus our energy over the next 12 months and how we can improve the work we do for those we represent; You.

It is more important than ever that our union is shaped by the collective voice of our members. The ongoing attacks against the union movement by conservative governments, particularly the Abbott Government's Royal Commission into Trade Union Governance and Corruption - are intended by our conservative opponents to weaken trade unions and paint them as self-serving and criminally unrepresentative of the workforce in the eyes of the public. Any worker, member or otherwise, who has had their job saved, their back pay delivered or their dignity at work upheld by the work of Organisers and delegates at the union, will know that nothing is further from the truth. The role that unionism has played in the lives of ordinary people, ever since our workforce first formed this union over 100 years ago, is something our political opponents will never understand. The RTBU makes no apologies that our members are leading from the front; their views and needs are the lifeblood of our union.

I thank each and every one of you who took the time to fill in the survey and I look forward to working with you as we address the issues that are the most important to you. ■

**Luba Grigorovitch**  
State Secretary

## Warm Win for AO's

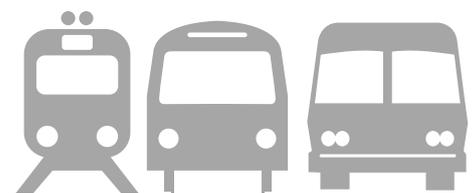


**Darren Galea**  
Secretary

After months of negotiations the RTBU has had it confirmed that the Authorised Officers (AO's) can now wear beanies on the job.

Metro has agreed that AO's will now be allowed to wear beanies when working outdoors in temperatures of 10° degrees or less. This means that AO's will be able to keep themselves warm when working outside.

AO's should already own a Metro beanie, however if you haven't received one you should see your team leader. ■



**RTBU**  
The power of Union

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# Your Right to Representation



## Paul Ferraro

Organiser

We are seeing more and more cases where members are being asked to attend "informal meetings" with managers. However, once in the room members are being

blindsided and finding the meeting much more formal than first thought. Don't let this happen to you.

As an RTBU member you have the right to representation when you are called in for a formal meeting with management no matter what the circumstances. Whether it is your Union Organiser, delegate or other support person of your choice, you have a right to request that this person be with you before commencing the meeting.

It is not acceptable for your employer to expect you to organise appropriate representation within minutes so let them know that you want representation and give your Union Organiser or local delegate a call as soon as you are asked to go into a meeting with management.

Representing members at meetings is only one part of the job of an Organiser and the reality is we can't be everywhere at once. It is therefore important that you give us as much notice as possible.

All Union Organisers and industrial support officers are here to support you, the members, no matter where you are located in the State.

If you are being forced into a meeting without representation or need the assistance of your Organiser for any other workplace issue, please call us as soon as possible so we have the best opportunity to make arrangements to be there to represent you. ■

## IMPORTANT UPDATE: Superannuation Guarantee

### Rima Tawil

In-House Lawyer

On 1 July 2014, the compulsory Superannuation Guarantee (SG) increased from 9.25% to 9.5%, in line with the former Labor Government's commitment to increase the SG from 9% to 12% by 2019.

The Abbott Government recently announced as part of this year's Budget that it will impose a four-year freeze to the increase of the SG.

This means that the recent increase to 9.5% is the last increase workers will see to the compulsory SG until 2018.

Twenty two years ago superannuation became a right for all Australian workers thanks to the campaigns fought by unions and their members. The increases announced under the former Labor Government were another important win for members. This announcement by the current Government is a step backwards and a direct attack on workers.

If you have any questions about your superannuation or do not believe that this increase is being correctly paid, please contact your Union Organiser. ■

## Authorised officers raise over \$1000 in fight against cancer



### Darren Galea

Secretary

On Wednesday 16 July Authorised Officers & the RTBU hosted a BBQ at North Melbourne station to raise money in the fight against

cancer. AO's at North Melbourne depot decided to organise the event following the tragic death of their friend, Ian Dellar. Ian was a long-serving Authorised Officer and member of the RTBU who sadly lost his battle against cancer earlier this year.

Thank you to all members who came along and bought a snag. All proceeds raised from the BBQ are being donated to the Cancer Council Victoria to aid their work in the fight against cancer.

The fundraiser was a success and I was proud that so many comrades came together to make this happen.

I would like to especially thank Andrew Doolan, Creton Costa and Wayne Yates - for coming up with the idea to hold the BBQ as well as helping out all morning. I extend this thanks to friends of the RTBU; Nikki Doolan, Narelle Long and Chris Gillett for their work and being there on the day. I would also like to thank Metro and particularly Alfie Barbagello and Paul D'Alessio for working cooperatively with the RTBU to make the BBQ happen.

This small deed is a fitting tribute to Ian's memory - he will be missed. ■



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Luba Grigorovitch

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Secretary: Darren Galea

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