

RTBU EXPRESS

The Official Newsletter of the Rail Divisions of the RTBU Victorian Branch
VOL 1 | Issue 12 | 4 September 2014



Letter from Secretary

ABBOTT STRIKES AGAIN



Luba Grigorovitch
State Secretary

Ever since the election of the Abbott Government in September 2013, we have witnessed a concerted attack by employers on basic conditions at work.

Penalty rates are essential to maintain fairness in the workplace and the Australian way of life. They provide just compensation for workers who are forced to work unexpected hours that keep them away from their families and free time. Crucially, penalty rates are the only practical deterrent in our economy against employers cutting into weekends and public holidays.

This week the Abbott Government will introduce the Fair Work Amendment Bill into Federal Parliament. The key feature of the Bill is its stripping of protections around individual flexibility agreements (IFA's) that will allow employers to force workers to sign away their right to penalty rates in exchange for many more basic rights and conditions. Despite Abbott and Workplace Relations Minister Eric Abetz's (long-winded) assurances to the contrary, this Bill demonstrates the Coalition is well on the way to reviving an Industrial Relations (IR) regime akin to Howard's WorkChoices legislation.

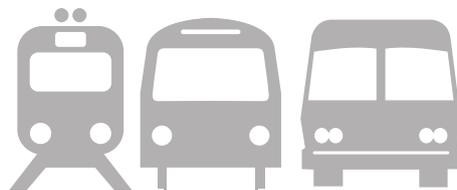
With productivity demands rising, employers are becoming more aggressive than ever in dictating the IR agenda. This explains why core conditions such as penalty rates are now in their sights. RTBU members know that penalty rates are absolutely essential in our industry. Current overtime and weekend rates make up between 10% and 30% of take home pay. With the shift towards 24 hour public transport on the horizon, penalty rates will become more basic than ever to our members' working lives. While the business lobby is pretending that penalty rate cuts will only occur in the retail and hospitality sectors, we know that employers will be emboldened to



cut penalty rates across the board, and we will likely have to face this fight in our own industry sooner rather than later. As such, we and the rest of the union movement strongly stand alongside our comrades in fellow Unions United Voice and the Australian Services Union in their ongoing campaign against penalty rate cuts - their success in repelling these attacks on workers' conditions will be our own.

Our penalty rate levels have been built up over the generations. They exist to guarantee the premise of a fair day's pay is lived up to and to protect the sacred time workers enjoy at home and with their loved ones. With the next round of enterprise agreements approaching next year, the RTBU will be vigilant in ensuring penalty rates and other conditions do not fall under the gun. If Abbott, Napthine or any employer think that rail workers will simply let their penalty rates slip away without a fight, they will be in for a rude awakening. The RTBU and its members will dig in and fight to resist cuts to existing penalty rates every step of the way. ■

Luba Grigorovitch
State Secretary



On the Spot Penalty Fares Update



Darren Galea
Organiser

As Authorised Officers (AO's) would know I recently reported on negotiations that were

had between the RTBU & management in relation to the implementation of the On the Spot Penalty Fares. I have just had it confirmed that the AO Roster Alignment for current AO's without an EDO will be implemented on Sunday 07 September, 2014. These members will be rostered 19 days of 8.0 hours per day over a four week cycle and extra day off titled "O.R" (off roster shift) will be shown on the roster.

Further to this I am working with Paul D'Alessio, Manager Customer Services in relation to additional annual training for AO's. More detail will be passed onto members in due course.

Thank you to all members involved in this win. If any AO's have any queries or questions please don't hesitate to call me on 0407 512 494.



Facilities Win in Metro Track Gang



Paul Ferraro
Organiser

Every member has the right to be safe no matter where, no matter when. It is the responsibility of the employer to provide and maintain a working environment that is

safe and without risk to employee's health. This includes providing adequate facilities for the welfare of employees at any workplace under the employer's management and control.

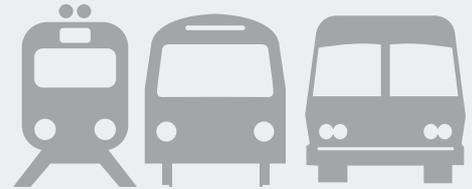
RTBU members in Metro's Track Gang's based at Bell depot raised concerns with RTBU officials at a recent mass meeting. After a full OHS inspection of the site with members we were shocked to see the state of facilities that our members were being expected to work in. The site had no evacuation plan, no exit signage, litter and scrap metal were strewn across the depot, there was no defined

walkways, tripping hazards, the compound was only laid with gravel which was causing a dust issue and these are only a few hazards that members faced.

The conditions our members were expected to work in were unacceptable and the union was not going to cop it. As a result the Union demanded that Metro Track and OH&S Managers immediately attend Bell and address these issues.

Once on site the managers saw the conditions and made commitments to rectify the hazards.

Any members with safety concerns at their work sites should contact your Workplace Health and Safety Representative or your Organiser for assistance as a matter of urgency. Every member has the right to work in an environment that is safe and without risk. ■



Delegates work hard to get all on board

Wilson Security is now 100% RTBU and proud of it. With their Enterprise Agreement (EA) literally around the corner full union membership is an imperative. The RTBU will be sitting down with management to re-negotiate the EA which covers these members early in 2015 given the Wilson's EA expires on June 30, 2015.

Wilson Security is located at Southern Cross Station. Daily duties include luggage handling, customer service, motor-rail, green star blood service transport, assistance in first-aid at the station and many other duties. Often the members of this team are the 'unsung heroes'.

One of these unsung heroes' is delegate for Wilson, Gary Young. Gary is the Bus Facility Coordinator at Southern Cross Station and he has a strong ethos regarding workers' rights and

conditions, which can be seen in the hard work that has been done to get Wilson 100% RTBU. Prior to working for Wilson at Southern Cross he was in the AMWU for 20 years and is passionate about Union membership in the work place.

Prior to starting with Wilson Security 8 years ago Gary had never worked in the rail industry and so when entering a new industry Gary joined the relevant Union, the RTBU. Having been with other unions before Gary says that the one big difference between them and the RTBU is "The great people who work for the RTBU and the support you get."

Wilson Security is another example where with teamwork between Delegates, Organisers and members on the floor we can achieve great results. ■





I didn't want my TAC claim to hurt me financially.

1800 555 777

Motor Vehicle Accident

Slater & Gordon
Lawyers

Not a problem.

Contact us

rtbuvic.com.au
(03) 9600 3030

Level 2, 365 Queen Street,
Melbourne, VIC 3000

E 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

