

# RTBU EXPRESS

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

### A WIN FOR ALL WORKERS



**Luba Grigorovitch**  
State Secretary

Three representatives from Philippine Airlines Employees Association (PALEA) visited the RTBU to thank the RTBU for our support during their two year struggle.

In September 2011, Philippine Airlines announced that all ground handling jobs were being 'outsourced' to shelf companies owned by Philippine Airlines. Workers would be sacked and then forced to apply for their old jobs at half of the amount of their current wage. On top of this, workers would lose employee benefits, seniority, job security and the right to join their union.

Members of the PALEA gathered together and decided to take industrial action. Management's response was brutal; the workers were locked out and then sacked.

With the assistance of many brave members and Unions around the world PALEA continued their fight. Members set-up a protest camp at Manila International Airport. They fought off thugs, legal threats, endured floods and typhoons.

Unions around the world provided assistance and support to PALEA. Members pressured Philippine Airlines through rallies, action which was taken at airports and through leafleting passengers and crew.

All around the world aviation workers stood side by side with members of PALEA.

After a struggle that lasted just over two years, Philippine Airlines finally negotiated a settlement that will see PALEA members re-employed by Philippine Airlines as regular employees.



The action taken by these brave unionists must be commended. They did not give up, they did not stop fighting. Employers should take this as a warning that they can't bully members. Our Union has brothers and sisters across the borders willing to offer international solidarity. If pushed, we will fight. ■

**Luba Grigorovitch**  
State Secretary

## 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**



**RTBU**  
The power of Union

Operations | Infrastructure | Workshops | Salaried  
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Level 2, 365 Queen Street, Melbourne, VIC 3000 **E**rtbu@rtbuvic.com.au **F**03 9600 3363



# Social Media Warning



**Rima Tawil**  
In-House Lawyer

In this day and age, it is not uncommon for members to have a Facebook, Twitter, YouTube, Linked In or other social media accounts.

Social media is impacting on all aspects of life and the workplace is no exception.

Whilst social media has its advantages, it brings with it a number of privacy issues and in many instances creates further opportunity for bosses to take disciplinary action against members who have misused social media, they use this as evidence to prove misconduct.

Given this growing trend, most companies have now adopted a social media policy. These policies and procedures cover many aspects of social media, including the use of social media during work time, public comments an employee may make about the company and cyber bullying, just to name a few.

Members need to be aware of the social media policy or procedure at their workplace. Many of these policies expressly provide that a breach may lead to disciplinary action, which may include termination.

Most social media accounts have an option to set your privacy settings to high. However you need to consider who else may be able to access your page through a friend or follower.

The best protection is to assume that anything you post or share is public and may be seen by your employer.

RTBU organisers are continually representing members who have breached the company's social media policy or who have engaged in misconduct caught on Facebook.

If you have any questions or have been called in due to allegations of breaching social media policy or procedures please contact your Organiser.

#### Practical tips to remember:

- Check that your privacy settings are set on high
- Avoid altogether writing comments about your workplace
- Familiarise yourself with the company's social media policy or work practices ■

# Inclement Weather Allowance



**Paul Ferraro**  
Organiser

During the recent severe wet weather Metro posted a memo for members at E-gate informing them that their Inclement Weather Allowance would not be

paid, this proposal by management was unacceptable.

Our members sprung to action and contacted the Union as soon as the memo was posted. Under the construction site allowances section of the Metro Infrastructure Enterprise Agreement it is clearly spelt out that members are entitled to this allowance. The Union made calls to Metro managers pointing out this clause and advised management that the memo should be removed from notice boards immediately.

After a number of email exchanges and heated discussions management finally backed away from their position regarding inclement weather.

Payroll has been directed to pay inclement weather provisions as per the EA for all Overhead infrastructure members.

The Union is not going to stand by and let members hard fought conditions be taken away bit by bit. I would like to thank members for their hard work, unity and courage to fight for what is theirs.

Please check your payslip and if you haven't been paid accordingly then contact me on 0403 863 869. ■

## RTBU RETIRED MEMBERS ASSOCIATION

#### Retired from the job but not from the struggle

The purpose of this organisation is to advance the interests of retired members and to continue the struggle for social justice in the community.

- To provide support, information and assistance to retired RTBU members
- To campaign and support community and social justice issues

**Any retired RTBU members wishing for further information should contact the Union office on 03 9600 3030. ■**

1800 555 777

Workers Compensation

**Slater & Gordon**  
Lawyers

Not a problem.

#### Contact us

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

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**State Secretary**  
Luba Grigorovitch

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**Infrastructure Division**  
Secretary: Kevin Killender

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

**Rail Operations Division**  
Secretary: Darren Galea

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