

# RTBU EXPRESS

The Official Newsletter of the Rail Divisions of the RTBU Victorian Branch  
**VOL 1 | Issue 6 | 10 June 2014**



## Letter from Secretary

### Delegates Defended in Downer



**Luba  
Grigorovitch**

Our Union has over 200 Delegates (Shop Stewards) in Victoria alone, who represent and stand up for the rights of our members everyday

across all areas of our industry. The tireless work of a union delegate should never go unnoticed. The role they play is vital to the functioning of our Union and without their ongoing dedication to members and the union movement our Union would not be as strong as it is today.

Last week the RTBU, together with the ETU and AMWU, filed Federal Court proceedings against Downer EDI for an interlocutory injunction to stop the Company from going ahead with its plan to make redundant two senior delegates and one experienced former delegate from the combined unions (RTBU, AMWU & ETU).

In our submission to the Court, the unions claimed that Downer EDI breached the EA by failing to have regard to voluntary expressions of interest, using a skills matrix which did not meet the requirements of the EA and ignoring the proper procedures for consultation set out in the enterprise agreement.

The Unions also claimed that whilst the Company received enough interest for voluntary redundancy packages, it ignored these expressions of interest and instead chose to target the three members who have each been long-standing delegates and who have more than 30 years' experience in the rail industry. The Unions told the Court that these experienced union representatives had been unlawfully



targeted for redundancy because of their union activity in the workplace.

Our RTBU delegate who we claim has been unfairly targeted by this Company has over 40 years' experience in the rail industry. He has been a delegate for over 20 of those years and is well respected and liked by his fellow comrades. He is a committed employee, union member and Shop Steward and has worked tirelessly during his time in the railways to ensure that the working rights of our members are protected.

At the hearing on Thursday 5th June 2014, attended by all three unions and our legal team, the Company agreed not to go ahead with the proposed termination date of Friday 6th June and to return the three delegates to their normal duties until the dispute is resolved. We will keep the fight going.

Our members are the backbone of our Union and have a right to belong to their Union, a right to be represented by their Union and those who put up their hand to be the voice of members on the shop floor should not be unfairly targeted for standing up for those rights. This Union has had to fight for what we have built and we will fight tooth and nail to defend it! ■

**Luba Grigorovitch**  
State Secretary

**RALLY TO**  
**BUST**  
**THE**  
**BUDGET**

**10.30am Thursday 12 June**  
**WHERE?**  
**VICTORIAN TRADES HALL**  
Cnr. Victoria & Lygon Streets

**WWW.BUSTTHEBUDGET.COM**



# Around the Traps



## Grant Wainwright

### Name Badges

The Golden Nugget of issues for station staff again popped its ugly head up in the last few weeks. The Rail Divisions have long held a position

that the safety concerns arising from the wearing of name badges far outweighs the need for customers to be able to identify the smiling face behind the glass, and as such our position has not changed.

### Annual Leave

Another one that continues to cause problems across the network. The Rail Divisions' position

on this is also very clear. Members should take their full allocation of leave every year. How this is broken up is up to the member. Common sense should be used in the making up of leave rosters, allowing members enough opportunity to gain the leave allotment required alongside their local manager. At the time of writing this article, the RTBU are awaiting written confirmation that this is the case.

### Roistering Optimisation and time attendance System (ROTA)

Metro are planning on introducing an electronic touch on, touch off sign on system. It is in its very early stages of development and Metro has been keeping up with its consultation commitments. The system does raise a million questions that will

need to be answered before roll out. Members will be kept fully informed as information comes to hand.

### Station Proposition

A lot of work has been done reviewing proposed rosters and feeding issues back to management for discussion before rollout can begin. These rosters are a giant step forward from what was initially proposed over six months ago.

Further Delegate meetings and feedback will need to happen before rollout can commence, which is expected some time in June.

As always members requiring further information should contact their Delegate or the Union Office on 9600 3030. ■

# Read Your Pay Slips



## Tony Matuszak

As more and more companies move to new ways of timekeeping such as phone apps and email pay slips, it is vitally important that members review

their pay slips thoroughly.

We have had instances recently where members have had work related items deducted from their pay without their authority. Any deductions from your pay should not be occurring without your authority or knowledge.

If members have concerns that there are consistent anomalies in their pay slips they should contact their organiser or the Union Office on 9600 3030. ■

Members should be looking at their pay slips to ensure that the number of hours of work is correct, that any allowance being paid are accounted for and that the correct amount of superannuation is being paid into your preferred superannuation fund.

Members should also be careful to watch any deductions on their pay slips, deductions can provide a very easy and convenient way to pay memberships and subscriptions, but members should carefully review these to ensure that their deductions such as Union dues and HECS debits are correct and that their tax is equivalent to the wage that they are paid for that week.



the compensation meant I wasn't also hurt financially

1800 555 777

Slater & Gordon  
Lawyers

Workers Compensation

Not a problem.

## Contact us

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Luba Grigorovitch

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