

# RTBU EXPRESS



The Official Newsletter of the Rail Divisions of the RTBU Victorian Branch  
**VOL 1 | Issue 8 | 10 July 2014**

## Letter from Secretary

### This win is yours

**Luba Grigorovitch**  
 State Secretary



After a hard fought campaign by delegates, members and officials, V/Line and the Union have finally reached an agreement around

the sacking of RTBU member and V/Line train conductor Derwin D'Costa. Following a constructive meeting between the company and the Union we have settled the issue and the matter is now resolved. This is a huge victory for all members in the RTBU against unfair sackings and for safety on the job.

Derwin is a highly respected employee of more than 40 years' service who was sacked by V/Line after defending himself from a group of unruly youths earlier this year. The RTBU could not understand how a hardworking and loyal employee such as Derwin could receive such a punishment. Derwin's situation threatened all V/Line workers' right to feel confident that they will be supported by management if they must defend themselves against violence.

Derwin's case has highlighted the broader issue of violence on our public transport system. Front line staff are all too familiar with incidents of violent and dangerous behaviour from a minority of the travelling public. These passengers' actions are constantly placing an unacceptable level of strain and stress on our members. The RTBU has long called on the State Government, Public Transport Victoria and the operators to initiate a public campaign aimed at improving staff and passenger safety. Our members have a basic right to feel safe at work and not suffer from knee jerk reactions when they defend themselves.

After V/Line's refusal to revisit the issue, the RTBU mounted a protest at Southern Cross Station last On Wednesday 2 July. As members would well know given the nature of our industry we are highly reluctant to cause any disruption to services and we only take this course of action when the circumstances truly demand it.



None of what has been done over the past three weeks could have occurred without the support and backing of all RTBU members. Especially, members in V/Line stations and depots who took the lead, with hundreds of members signing a petition, supporting motions and sending letters and emails of support for the campaign. I thank each and every member who contacted officials, myself or the office with words of support.

unfair sackings. The RTBU will continue to demand and campaign for safety on our network for both our members and passengers. The RTBU will always stand ready to fight it out for our members when pushed. United we stand, divided we fall. ■

**Luba Grigorovitch**  
 State Secretary

Thanks to your initiative and activism, V/Line and every employer across the board must take note: RTBU members demand respect and will not cop



# RTBU Women

## Morning Tea

Footscray Station  
Tuesday August 5  
10.30am



ALL Women members of the RTBU Welcome

**PLEASE CONTACT US TO GET BOOKED OFF FOR THE EVENT!**

Bring your questions, friends ideas and suggestions for a friendly chat with other women in the union.

**Email:**  
[women@rtbuvic.com.au](mailto:women@rtbuvic.com.au)  
**Phone:**  
9600 3030



## Flag Design Competition

RTBU Women is a network of members from all Divisions of the Rail Tram and Bus Union.

We aim to collectively support women in the union and work with others in the union movement to improve conditions for women on the job.

RTBU Women also provides a space for women in the union to get together, ask questions and voice their opinions.

We think it's about time we had an RTBU Women's flag.

**RTBU Women invites all members to find their creative talents and design a flag.**

The producer of the winning design will be awarded a \$100 Coles/Myer gift voucher.

The winner will be announced at the RTBU Women Celebration on Wednesday 26 November.

Closing date: 30 October at 13:00 HRS.

Enquiries and Designs to be sent to [women@rtbuvic.com.au](mailto:women@rtbuvic.com.au)

**Win a \$100  
Coles/Myer  
Gift Voucher**

## V/Line Changes To Travel Time Leaving you Short-changed



**Bryan Evans**  
Organiser

As you may have been made aware, V/line have to find an extra few million dollars to make their bottom line more attractive, or so I am told.

Don't fear though, because they have found the perfect solution to these financial woes. In a brief moment of genius, it was decided that the best place to recover these funds is from the pockets of our members.

So let me explain how...

Traditionally if your home location was Sale, and you were asked to cover a sick member in Drouin you would travel to Sale, gather your things, sign on and then proceed to travel to Drouin which would

take you 1.5hrs, you would work an 8 hour shift, and then travel home for 1.5 hours leaving you with 8hours at normal time, and 3 hours at overtime.

Now V/line is saying, in the spirit of encouraging a highly spirited and innovative workforce, that no, we had it wrong all along, this is how it should work....

Don't worry about your home location, travel directly to Drouin taking you 1.5 hours, work an 8 hour shift, and travel home for 1.5 hours, leaving you with 8 hours at normal time, and 3 additional hours of travel time (paid at normal time unless on a Saturday you get time and a quarter).

The implications of this change delve even deeper when we asked the question as to what would happen in the event of an accident on your way to work. Traditionally it would clearly fall under Work cover as an incident has occurred as part of your

shift. As it stands, under the new system members may find themselves covered by the TAC whose conditions differ greatly from Workcover. The RTBU is seeking its own legal advice.

While the RTBU works on resolving this issue we encourage every member affected by this change to take a common sense approach and follow the overtime provisions provided by the EA when making decisions around accepting these shifts.

If you have any concerns please contact your delegate or the union office on 9600 3030 ■

# Around the traps



**Grant Wainwright**  
Organiser

## Merit List

Finally the Rail Divisions of the RTBU can confirm that the Merit List is dead. Following the upgrade of the one hundred part-time positions to full-time, all future vacancies will return

to the 'Advertise, Interview and Fill' as in the past. Station Masters will have the opportunity to be involved in the process of selecting staff that will eventually work at their location.

Throughout this entire process, station staff have continued to voice their disapproval of the Merit List and the imbalance of steps taken to put the list together in the first place. This is a great result for station staff and for common sense.

Now the task is to monitor the promises made by Metro regarding training. Career development has been sadly lacking for many years and the RTBU will hold Metro to their promises to ensure training provided is fit for purpose and benefits members in pursuing a proper career path.

## Annual Leave

For many years the Rail Divisions of the RTBU has been at loggerheads with local management regarding the splitting of annual leave. Finally management have seen the light and will provide members with the opportunity to split leave when required. Members should discuss their plans for annual leave with their Station Master as soon as practicable to ensure rostering can be sorted. Normal restrictions will apply with annual leave for busy times around Christmas and for Operational requirements. Members wishing for further information should contact your local delegate, the Union office or myself. ■

# Use of leave entitlements



**Paul Ferraro**  
Organiser

We recently witnessed Metro sack several employees on the grounds of fraudulent behaviour for misuse of their leave entitlements. While this

spectacle owes a lot to the vaguely-defined wording of Metro's anti-fraud policy, members should be aware of how to correctly use their leave to avoid having such incidents happen to them.

If an employee wishes to seek leave for personal reasons or holidays they should apply for annual

leave as soon as possible. While using sick leave in such cases is a straightforward way to get a day off, using sick leave in this way can warrant severe consequences.

Remember to be diligent with paper work when applying for leave – always make copies and keep them in a safe spot. You never know when paper work might go missing in the bureaucracy and employers will often make the applicant bear the burden for such clerical oversights. By taking precautions and being sure to use leave entitlements by the book, members can be assured they won't be made to wear the punishment. ■

# Authorised Officers band together in fight against cancer



**Darren Galea**  
Secretary

The RTBU recently lost a dear comrade, Ian Dellar, an Authorised Officer (AO) who tragically lost his long battle against cancer in June. Ian had been on the job for 6 years and

throughout this time was a valued colleague and member of the RTBU.

A number of AO's at the North Melbourne depot recently contacted the Union as they wanted to host a fundraiser in Ian's honour. A BBQ fundraiser

was finally decided with all proceeds being donated to Cancer Council Australia to aid in the fight against cancer.

**The BBQ will be held on Wednesday 16 July at North Melbourne Station, from 6.30am to 11.30am.** Members are encouraged to visit the BBQ and buy a sausage or make a donation. I would like to take this opportunity to commend the AO's who had the initiative to suggest to holding this event and also thank Metro for their active participation in ensuring that this BBQ fundraiser could take place at the station.

I encourage all members to please make an effort to come down and help the fight against cancer. ■

## 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**



As a RTBU member, you get a

25%

discount on our Fixed Fee Conveyancing\* when you buy or sell a house.



To get your discount, simply mention that you're a RTBU member when you contact Slater & Gordon's Conveyancing Works.

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slatergordon.com.au/conveyancing

For your conveyancing, go with a name you can trust.

\*Conditions apply. See our website for more information: www.slatergordon.com.au/conveyancing/fixed-fee/



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Business Shirts: \$60



LIMITED STOCK



Hoodies: \$45

RTBU



Caps: \$5



Navy T-shirts: \$20



LIMITED STOCK

White T-shirts: Free

If you would like to purchase any RTBU clothing please visit or call the Union Office.

Contact us

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Infrastructure Division  
Secretary: Kevin Killender

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Secretary: Steven Kozmevski

Rail Operations Division  
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