

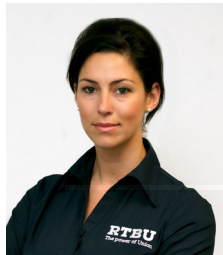
RTBU EXPRESS

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Letter from Secretary

The Year Ahead



Luba Grigorovitch
State Secretary

Not even a month into the new year and the RTBU has already fought a number of significant battles. If this is anything to go

by, we can expect an even bigger year ahead.

Industrially we are fighting on a number of fronts. We have already seen a number of safety disputes put on the table earlier this month and I am sure that there are more to come. Building on our safety campaign from the events of last year, we are committed as a Union to ensure that the safety of members is a priority for management and given the attention it deserves. Now more than ever it is important for our Union to stand united. Together we are always stronger.

This year, all Divisions of our Union have the important task of renegotiating the major enterprise agreements (EA's) at Metro, V/Line and Yarra Trams, which all reach their nominal expiry date on 30 June 2015. On top of negotiations for the three major public transport operators, there are also a number of other smaller EA's up for renegotiation at the same time. The input from the membership ahead of formal commencement of bargaining is vital.

We want to make sure that our Union is best placed to deliver the most favourable outcomes for members by being prepared and remaining united. This means taking the time now to engage with members to ensure that you have a say about what goes into the log of claims for your EA.

Our Union is nothing without its membership. Our strength in these upcoming negotiations is built on the strong will of our members. We need to hear from you. Speak to your delegate, call your Organiser and be part of your EA campaign.

In December 2014, we wrote to the CEO's of Metro and V/Line to request that they commence the processes of reviewing the current EA's. We also requested an initial meeting to discuss issues

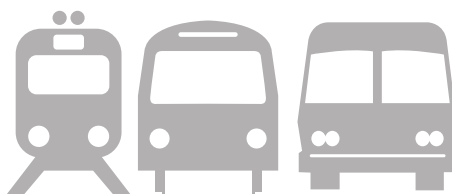


of coverage and a general timetable ahead of the formal commencement of bargaining in the coming months. Members will be invited to respond to a survey early next month indicating the items that matter most to them when it comes to determining the log of claims. In addition to this, Delegates will also be invited to attend and participate in EA planning meetings for their relevant Division in the upcoming months.

Whilst each Division will have its own process in place to engage with members and develop a log of claims, we are committed as a Union to ensure that you have the opportunity to get involved in your EA campaign and bring a representative and united front to the bargaining table.

Leading into the next EA bargaining round, we are reminded of the old adage, 'united we bargain, divided we beg' In staying true to this principle we shall remain strong, disciplined and united to meet the challenges ahead. ■

Luba Grigorovitch
State Secretary



Workshops in solidarity with Locomotive Division



Bryan Evans
Organiser

Last week, Branch Secretary Luba Grigorovitch and I visited all Metro Workshops. I am proud to say at every site motions were unanimously passed by those assembled to support our brothers and sisters in the Locomotive Division by refusing any driving duties, a botched proposal which Metro baked up.

The motion also called on the AMWU and the ETU to stand with the RTBU and for all members to refrain from volunteering for training to perform driving duties. The union movement must stick together going forward to ensure the work of our comrades are not undercut.

Driving belongs to Drivers. The RTBU stands strongly against one grade stealing work from another grade. If we were to agree with this it would only be after full consultation and agreement has been reached with the Locomotive Division. This has not happened to date and consequently the Workshop Division of the RTBU is standing shoulder to shoulder with the Locomotive Division.

I will be visiting all workshops to discuss this proposal and the forecasted ramifications over the coming week. We are one Union, and we will stand as one. United we stand, divided we fall.

PN Members stand up to unfair rosters



Grant Wainwright
Organiser

Members at Pacific National (PN) found themselves in a frustrating situation over Christmas when the unsettled issue of rostering reared its head once again.

The problem that arose during the re-rostering process was twofold:

1. Members on the rostering committee were not being listened to.
2. The proposed roster change was to have happened mid-rotation, throwing members' roster breaks up in the air at the worst possible time over the Christmas period.

Despite the roster committee meeting 3 times, the Pacific National position never changed, leaving the roster committee no choice but to resign their positions on the committee en masse.

Local delegates took the step to place local disputes around the rostering process on 3 occasions. However Pacific National was adamant that the new roster must be in place by December 28, showing disregard for their hard-working employees.

After the RTBU protested these rosters, the matter was taken to the Fair Work Commission on 30 December 2014. The Commission ruled that while PN's rosters were to remain in place, the company was to pay any employee who worked overtime prior to the introduction of the rosters.

This dispute has exemplified the need for union Officials and delegates to work as a tight unit to handle these issues as they arise. Whilst the result in Fair Work was not the one members at Pacific National wanted, the fight and unity shown has sent management a very clear message - there is plenty of fight in this team and given the plans for the year ahead PN management would be well advised to learn from this dispute and treat our members with the respect they deserve.

A year of bargaining



Tony Matuszak
Organiser

Just before Christmas and into the new year I started visiting several track maintenance gangs in Metro Melbourne and regional Victoria. With both V/Line and Metro EA's due to expire in June 2015, regular contact

between Organisers, delegates and members is vital.

It was good to catch up with delegates from both Metro and V/Line, those including: Peter Harvey, Andrew Meyer, Shane Hammeloff, Graeme Watson and Bill Carroll.

By having ongoing meetings over the coming weeks and months, it will give us a clear indication of where the members want to go with their new EA. In the months ahead RTBU Organisers will be out and about in the metro and regional areas to get feedback from all members; including

members at Downer EDI, Bombardier and UGL, who also have EA's reaching their nominal expiry dates in 2015.

As for labour hire, a lot has changed for the rail industry in the past 18 months which has had an impact on the engagement of casual workers in the railways and the protection of these workers' rights.

It is sad to see that some labour hire companies are deliberately delaying renegotiations for enterprise agreements: denying members a wage increase and other important workplace rights. In many cases, these companies have existed in the railways for some time and traditionally respected the right of members to at least renegotiate their enterprise agreements. With a number of these EA's also coming up for renegotiation later this year, we will be sure to make it clear that the right to bargain is enforced.


Other labour hire companies have found new ways of entering into arrangements for the engagement of labour hire work in the rail industry. For example, it is my understanding that Metro's

popular contractor is Sunstone Resources, whose shareholders are Hong Kong's MTR, John Holland and UGL Limited - who in turn happen to own Metro.

These types of arrangements cause questions to be asked about the prospect of increased casualisation across Metro's current workforce and the rail industry more generally in Victoria. The RTBU believes in fighting for job security, wages and conditions. With the incoming Andrews Government and the promise of rail infrastructure, we can expect an increase in labour hire to grow. We need to make sure that these sites are unionised so that these employees are not exploited and are afforded the same protections as our members covered by RTBU enterprise agreements.

If you see me or another organiser at your worksite, don't be a stranger and come and let me know about any issues you've encountered at work.

To all members and delegates, I wish you and your families a happy and safe 2015.



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The compensation meant
I wasn't also hurt financially.

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