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Luba Grigorovitch

STATE SECRETARY

No one needs telling that 2021 was yet another year full of challenges, pain and adversity. For us, our families & our workmates, our community, our industry - for our Union. The pains, strains and hardships brought on by the Covid pandemic did not go away as we had hoped after 2020, and we have no assurances these hard times won't persist into 2022.

As we draw this year to a close, I want you to remember the one thing which has carried us through all this: your solidarity. It's your compassion, your resilience, your dignity, and that you've been strong enough to practice these values together as a proud collective of workers and trade unionists, which has carried us through every day, every week. Each and every one of you had each-other's backs at work, you trusted in your Union to represent you, you held each-other up against everything without fail. Your capacity to endure and come out the other end as workers, as Union, has been simply humbling. Your solidarity makes us strong enough to fight the battles still ahead of us.

How typical by contrast of Metro and Yarra - the private, multinational owners of our public transport we all know and love so much - that for the past 2 years of this huge emergency, these greedy giants have seemed solely worried by the threat to their profits and bottom lines. These seem to be the only things which matter to their bosses & shareholders, while the safety, livelihoods & futures of you, the workers who keep everything running for them and the public we belong to, barely seem to occur to them. How so familiar.

Metro's first big attack on us came in April, with their shameless unilateral push to axe the jobs of 29 frontline service staff, including station masters & passenger service leaders, behind the ruse of a 'restructure'. RTBU members' response to this attack on their fellow members' jobs was exemplary, as members from all walks of public transport rallied & stood as one against Metro's provocative tearing-up of their EA. After we escalated action into

the Federal Court & Fair Work Commission, forced redundancies were avoided and Station Masters were given a seat at the table to have their say on the new master rosters.

In infrastructure land, our members at Downer HCMT fought and won an outstanding victory for job permanency & decent working hours in June. These workers at Pakenham & Newport, building the next generation high capacity train carriages but burdened by insecure supplementary labour and no EA thanks to Downer, downed tools together to demand secure work, and held firm on their picket lines defying their bosses' disrespect until Downer yielded, converting 34 fixed-term jobs into full-time jobs. More than that, these phenomenal workers won a 9 day working fortnight with no loss of pay. They've set the benchmark in conditions for all infrastructure workers in our industry. Our members, working together with their Organisers & with strong Union backing, are leading the way.

The alarming rise during Covid of incidents of verbal abuse & even violent assaults on public transport, much of it directed at our workers, has persisted into this year. After years of the Union hitting brick walls trying to bring this to the attention of the State Government & Department of Transport, the DoT have finally been bought to their senses and forced to take the issue seriously, with the launching of the 'We Wear Your Words', 'It's never okay to abuse transport staff' and 'Thank You' public campaigns. These are welcome first steps, but much more still needs to be done in this space and it remains a never-ending mission for us. The responsibility of the Department and operators to ensure a respectful work environment for all PT workers, with zero tolerance for abuse is not negotiable. We remain

vigilant in ensuring that all RTBU members' work environments are Covid safe and you are not being exposed to any risk, no matter how small or where you work in our network. Your right to go to work and come home safe and healthy is not negotiable.



We have big new growth in our industry to look forward to in the years ahead, with the Metro Rail Tunnel due for completion by 2025 and as many as 1,000 new workers joining public transport. We will keep engaging with the State Government to steer public transport's future in the right direction, but nor will we stop fighting stupid & dangerous ideas mooted for our industry, like the driverless trains mooted for the future Suburban Rail Loop.

I'd like to turn our attention to the year ahead in politics, where we have a Federal election to look forward to. Most RTBU members already know that Scott Morrison's Coalition Government is anti-worker and anti-fairness to its core. This conservative mob has stood back while secure jobs have been decimated in Australia, and a greater share than ever of our nation's wealth has been stolen from the hands of working people and handed to the richest of the rich on a plate. They have totally bungled Australia's response to Covid. We will repay them in kind

for their attacks on workers' right to bargain. We and the wider trade union movement must close ranks next year and work to throw them out.

In saying this, we will have no fear or favour towards any future Labor Government. Labor has promised to legislate improved workplace & union rights and tackle inequality in our society, but we'll believe it when we see it. As we all know, actions speak much louder than words.

We must be ready for whatever adversity awaits us next year. Metro and Yarra's main game will be to try and squeeze profits & dividends out of us by any means, and this means the rotten attacks & negligence we've seen this year may be a taste of more to come.

Our Union's strength has always relied on our unity. You know it. To fight back at our foes, we must be able to count on this unity. What we should never have to deal with is splitting attacks from our own side. You know our records. I'm ready to fight for all members, across all

Divisions without fear or favour, because our Union rises and falls as one. Those who are only interested in playing destructive politics and dividing our Union's ranks for their personal gain will be judged by you the members. The RTBU belongs to you, our members have always found the courage and strength to fight together under our Union's banner - and they always see through those who seek to abuse their office within our ranks for their own selfish and greedy ends. My hope and aim for 2022 is that elected officials in the RTBU can truly act as leaders, always putting the membership first as we were elected to do.

I was also honoured to assume the role of RTBU National President earlier this year. Taking on this role on our National Council is a privilege, and our Branch's

great working relationship with our National Office and National Secretary, Mark Diamond, stands us in good stead to face the battles ahead.

I can't tell you how proud I am of each and every one of our members and how you have faced the challenges of this year and last. You have stood up and stood by one-another, and come what may I know you'll continue to fight for each-other, your families, our Union and your class of working men and women. You are the power of Union.

I wish all members and their families a safe and happy holiday season. I can't thank you enough for your unstinting support and look forward to seeing you again in 2022.

United we stand, Divided we fall.





Mark Diamond

NATIONAL SECRETARY

Every two years the RTBU holds a National Council meeting to review our operations and make critical decisions about our future direction.

There are around 70 National Council Delegates, all of whom are elected by members.

Our most recent National Council meeting was held on 10 November, and it was the first time we have even conducted National Council using video conferencing technology – thanks to the continuing travel restrictions.

We set up meeting rooms in each state so that Delegates could at least get to spend some time with

their Branch comrades. We also set up a website so that Delegates could vote on motions through their smartphones.

After a few minutes getting used to all the technology, we powered through 18 reports from elected officials, three guest speakers and 45 motions in less than six hours. It was a hectic pace, but brilliantly chaired by our new National President Luba Grigorovitch.

Some of the highlights of National Council included:

- Confirmation of National Office's Operational Plan for 2022;
- Adopting rule changes to confirm the amalgamation of

the two Western Australian branches from 1 January 2023;

- Addresses from Shadow Minister for Industrial relations Tony Burke MP and ACTU Secretary Sally McManus;
- Approval of a strategy to fight for a better deal for rail, tram and bus workers at the forthcoming Federal election;
- A commitment to campaign for more Australian-made trains, trams and buses.

You can find more details of the National Council, including a link to my speech, on our national website – see https://www.rtbu.org.au/making_it_happen

Of course, the decisions that made at events like National Council are meaningless unless they are followed by action. That's why I am impatient to get on with the job of delivering on our plans for all members.

Our Union has come a long way in the past few years, and we have built an impressive national campaigning machine – built on a foundation of 35,000 dedicated and united members across the country.

When we work together we are a powerful force, so, let's make it happen!



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Phil Altieri

ASSISTANT BRANCH SECRETARY



Great Win for Rolling Stock & Infrastructure Yarra Trams Workers

Yarra Trams Rolling Stock and Infrastructure workers were successful in their campaign to gain a 36 hour working week in their respective Enterprise Agreements in 2019. The implementation of the 36 hour week took effect in July 2020, resulting in both sets of workers changing rosters to cater for the 36 hour week. Notwithstanding, both EAs contain clauses stating that a comprehensive agreement must be in place containing the arrangements in moving from 38 to 36 hours prior to implementation. However, this did not occur.

The Comprehensive Agreement was subsequently negotiated after the implementation date by the RTBU, Electrical Trades Union & Australian Manufacturing Workers Union officials in consultation with delegates and Yarra Trams management. During this process, the negotiations came to an impasse with Yarra Trams endeavouring to undercut EA provisions, resulting in the 3 unions placing a formal dispute notification on the matter in the Fair Work Commission. This resulted in Yarra Trams backing down and agreeing to conduct further discussions between the parties with a view to upholding EA provisions.

During this second set of negotiations, a Comprehensive Agreement was almost reached other than the treatment of accrued PLDs prior to 01 July 2020. Yarra Trams' position was they proposed to reduce the number of PLD hours claiming that as a result of the increased hourly rate, it would be additional cost to them. The Unions on the other hand argued that given workers worked 40 hours per week and therefore banked 2 hours as part of the old 38 hour per week arrangements, meaning after 28 days they banked 8 hours. Given this time is banked from hours already worked, it cannot be reduced.

Agreement could not be reached on this specific matter, resulting in this matter being referred back to the FWC for arbitration.

On 21 October 2021, Deputy President Gostencnik found in favour of the Unions, citing that in the absence of a term in the Comprehensive Agreement between the parties, the respective Enterprise Agreements provide no authority to adjust hours accrued by an employee towards a PLD prior to 1 July 2020.

The 3 Unions working together with a united workforce delivered an excellent outcome for workers.

Tram Drivers Meal Break Dispute

Yarra Trams has endeavoured to reduce Tram Drivers' rostered meal break (as per table card) to a minimum of 30 minutes in the event a tram is running late, not only in emergency situations but also for normal late running.

In combatting this matter, the RTBU Tram & Bus Division made an application to the Federal Court of Australia with a view to stop Yarra Trams from implementing this. Subsequently, Yarra Trams responded by making their own application to have this matter heard in the Fair Work Commission. This resulted in the FWC referring the matter back to the Federal Court to address the specific question, in the first instance: Does Yarra Trams have the right to reduce Tram Drivers' meal breaks in these circumstances, taking into account the provisions contained in the Yarra Trams Enterprise Agreement 2019 Operations?

In fighting this important matter, the RTBU Tram & Bus Division Executive resolved to request the assistance myself as the Victorian Branch Assistant Secretary in this matter given my vast experience in EBA negotiations and content since 2000. (Particularly relevant is the 2009 Yarra Trams EBA.) Also considered were my past court appearances in dealing with industrial matters.

The Federal Court process is well underway with the RTBU's submission & initial affidavit from myself submitted on 17 September, followed by Yarra Trams' submission & affidavit on 11 October and a further affidavit from myself submitted on 21 October.

All in all, 2021 has seen strong outcomes with our work of on-site representation maintained at full intensity throughout the pandemic. I have continued to support many members who have reach out requiring further assistance. I want to thank all members who have been taking up issues with management with the support of the Union throughout this challenging time, those working to ensure we can retain a united union for the benefit of all members that recognises the hard work of the dedicated members that came before us to build this great organisation, and want to specifically thank the hard work and dedication of members I have been directly representing week-in week-out at Yarra Trams rolling stock maintenance, E-Gate infrastructure and Preston depot.

Wishing members a fantastic 2022 with many more battles ahead!



Darren Lamont

PRESIDENT

Another year rolls on. The past year was filled with COVID, restrictions, illnesses and tragically, a number of lives lost to this awful virus.

To those in our union family who lost loved ones this year, we offer our sympathy and if there is anything at all that your union can do for you, you only need to ask.

On a different front, I can only imagine what members have been thinking this year concerning what can only be described as a family feud in our Union with internal accusations, selfish agendas and disunity driven by some so-called leaders within our own ranks. Hopefully members can see through this un-unionist behaviour and recognise that these accusations and the people making them have an agenda, purpose and a motive.

So how can we move forward?

First of all, we must investigate the reasons or motives behind this disunity. Our union is a democratic organisation that works on mutual understanding and commitment to working together. Unfortunately working as one requires elected and paid representatives to actually attend meetings scheduled in advance, on paid work time. To the small individuals breeding issues, members should simply implore them to attend meetings and discuss issues before running off and threatening legal action against their own union.

While this distraction could not have come at a worse time this year, our union's commitment **to the members** is and must continue to be our primary focus.

Now is the time for officials and members to look to the future of public transport in Victoria and seriously get talking about it. We

need to focus on future projects in PT that will impact our daily lives at work and will have huge implications for our security of employment as well as our conditions at work.

I started on the Victorian railways in 1979. Looking to the future back then was about larger, faster and more powerful freight movements and faster, more frequent and more comfortable passenger traffic movements with limited investment. While all past transport projects have required improved technology and still will, these developments were all reliant on fossil fuel sources.

So where will the future in our industry take us from 2021, and what challenges we likely to face?

I don't have a crystal ball and I am certainly not Nostradamus, but the word 'modernisation' sent shivers through our industry in the 80s and 90s, and so too should the new terms under the umbrella of the word 'technology'. The key issue here being to ensure it is on our terms.

Governments will expect our industry to be responsible for reducing our carbon footprint and transitioning to renewables away from pollutant fossil fuels. Governments are throwing billions of dollars on projects to keep the economy running and soon these billions will be focused on reducing carbon emissions on transport. Trams, trains, planes & ships all use vast amounts of fuel so naturally the public attention will shift to reducing carbon emissions in industries like ours. All these changes are necessary. The question for us is, will the necessary costs be shouldered by the private corporate giants who run our industry and can most afford to pay them, or will the costs be unfairly

forced by governments onto us as workers and consumers?

It is up to all of us to investigate, navigate and stay ahead of these challenges to ensure that all members of our union are informed and protected from these possible threats. No matter what the future power sources are or saving measures are (i.e., hybrid lithium, biofuel, regenerative braking) and what current and future changes to computer technology there will be, transport will be changed or forced to change. Our concerns will be, exactly what do these new technological changes mean for us?

For example, for the immediate future I see technological changes such as:

- In cab technology
- Driver assisted computer programs
- Driverless technology
- Surveillance issues

There are far more technological changes coming our way, so how do we protect ourselves?

We have limited capacity through our industrial agreements and workplace laws to protect ourselves, so we will once again do what we do best when there is common threat or enemy. We will have to come together and protest, rally, force consultation to have a direction into the future.

We must continue to work with and seek assistance from our friends in similar circumstances in other state branches of our Union as well as our national office of our union. We will also need maintain and draw on our strategic relationships with Victorian Trades Hall and the ACTU, as well as utilise our relationship with the International Transport Workers Federation and unions overseas who are already

facing these challenges.

But this means we must stick together. In my working life I have seen many union representatives come and go. My experience has taught me that all past and present representatives, to be any good, must have a common goal, and that's to leave the place far better than they found it. Our elected representatives must reflect the members' views and concerns at all times, and be able to inform the membership of what is and is not achievable.

The biggest responsibility belongs to the membership to know their union – to read their notices and newsletters, to question their officials and delegates, to keep an eye focused on media releases and to look for new ways the union could or should operate.

Now is the time to investigate how to improve our working conditions, to question how or what was not achievable previously and to make sure it can be achieved in our next enterprise agreements.

If you want something changed in your agreement, now's the time to think about it and discuss exactly what needs changing, how it could be achieved and what might be the trade-offs.

All unions are supported by their office's staff and especially ours. Their seemingly endless work keeping things ticking over mostly goes uncredited, and their ability to go about their work, support our officials & delegates and to remain non-partisan except for the Union cause itself is a credit to them. On behalf of the Victorian Branch, thank you to all our Union's office staff and wish all our members a safe and happy Christmas.

Katie wanted more from her health fund – and found it!

Katie is a busy industrial officer for the RTBU. She didn't give much thought to choosing her first health fund – after all, she thought, they're much the same, aren't they? With a sports-mad husband, the time inevitably came when he needed surgery for an ankle injury.

As they prepared to head into the hospital, their health fund rang to tell them they weren't covered for the surgery. Katie remembers the confusion to this day.

"Sure there had to be some mistake, we headed to the hospital anyway. We'd done our due diligence; they'd given us the go ahead. Surely this was an error. So, while my husband was getting settled in for his surgery, I spoke with insurance company and, after many phone calls back and forth, they decided they would cover us after all."

"As stressful as this ordeal was, the thing that really put me off was feeling the insurance company was trying it on, and that other people may not have had the energy or resources to stand up for the cover they'd been told they had access to."

Unhappy with their experience, Katie went looking for a new provider that offered great value for money, were not-for-profit, and who put people first.

"They ticked all the boxes - the price was right, they're union affiliated and not-for-profit. It was such an easy decision. Their cover was more affordable than the other options and they offered such great value for money with additional benefits and perks."

"Since moving across, we've made regular extras claims and had one hospital admission and the whole process was so much easier than I could have expected."

"This was such a positive contrast to our past experiences and there were no surprises."

"Underpinning the whole experience has been their values. They place value on people before profit, offering high-value and useful health insurance that's easy to understand. There are different ways to interact with them so you can find a way that suits you and they're so responsive. You'll be looked after."

Katie's advice to anyone considering a switch to Union Health is:

"Give them a call and get them to do a comparison with your current insurance package. I think their product is worth checking out and will be worth every cent you pay."

Thinking of joining?

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Darren Galea

SECRETARY | RAIL OPERATIONS DIVISION

I want to start by thanking each and every one of the hard-working Delegates, Deputy Delegates, Health and Safety Representatives, Women's Advocates and Members of the RTBU for the strength and resilience they have shown over the past year.

The pandemic has truly shown the importance of solidarity and of being a Member of the RTBU.

The fight for Members safety has been ever-present at the forefront of each fight. From the get go, we campaigned to ensure appropriate cleaning of public transport facilities.

Front facing customer service roles, such as Authorised Officers, Conductors, and Station staff were at a higher risk due to the interaction they have every day with the public. We ensured Members were not handling cash and ticket checking during the height of the pandemic.

We fought for pandemic leave for Members to ensure that Members entitlements were not affected by exposure due to work.

We have fought hard to ensure the Job security of every Member through these unforeseen times.

Risk assessments have become integral to providing protections for Members. There have been a number of working parties created with RTBU Delegates and HSRs. These working parties have tackled an array of issues that COVID-19 has brought up.

These ongoing discussion helps mitigate risks and creates important controls to keep Members safe.

In the Metro space, this year we were faced with the prospect of 29 frontline staff redundancies.

Throughout the campaign against any forced redundancies, Organiser's Victor Moore, Vik Sharma and Industrial Officer Amanda Swayn have stood strong alongside the Delegates and Members affected by Metro's attack.

In a massive victory for Members, there have been no forced redundancies. Organisers and Delegates have continued to work closely to ensure the best results of a Master Roster overhaul.

The fight continues, but RTBU members stand strong together!

The RTBU has continued to lobby for more proactive messaging and funding to address increased assaults and abuse across the network, we commend the Department of Transport for their engagement with the RTBU in developing stronger language and a committed campaign against abuse and assaults to members.

Finally recent weeks have showed strong progress - the Department of Transport finally launched the "It's never okay to abuse transport staff" messaging. This begins to get closer to the strength of language and scope of impact such a campaign needs to have - acknowledging that if we are serious about changing people's attitudes and behaviours, such campaigns need to be sustained over long periods of time.

Nationwide, the RTBU put in dispute major changes regarding Category One, Two and Three Medicals at Pacific National.

Members across the country (in all workgroups) were alarmed at the new testing regime that has come into play since Pacific National changed providers from Sonic Health to Jobfit Health.

The RTBU obviously supports testing that reflects the challenges that PN Employees face in their day-to-day duties, and any medical advice that ensures the mental and physical health and wellbeing of the Membership.

We will not however stand idly by when changes (that have not been consulted on) are rolled out to the detriment and distress of the Members, potentially impacting on their ability to continue carrying out their specific classification duties.

Conversations continue between Pacific National and the Rail Tram and Bus Union. A working committee has been established



with RTBU National Vice President Leanne Holmes and a representative from each state.

South Dynon was a shunting yard in the early 1950s, but in the late 1990s its shunting yard status was removed. Over the last ten years the RTBU has been working hard to rebuild this functionality and capacity. The revamp of the South Dynon workshop kicked off in 2020. This revamp was to accommodate the Bombardier workshops, Bombardier and V/Line Yard Masters, and Shunters.

The revamp is ongoing, with a number of safety concerns that need to be resolved.

Thanks to Tim Ashcroft, Tom Ruff and Aaron Cutting who have always fought hard for better conditions for the Shunters and Yard Masters.

Luggage bag handling has historically always been a conductor duty, and we have fought to keep this role in the hands of conductors. This role also supports the work of Wilson Security RTBU members in the luggage hall.

At the beginning of COVID-19, luggage handling was temporarily stopped in relation to minimising risk to workers. Consultation regarding the reintroduction of luggage handling has occurred.

The RTBU has put a strong focus on ensuring that workers can handle luggage safely without risk of illness or injury. There will be further risk

assessments conducted between V/Line and representatives of the RTBU.

Luggage bag handling with commence at the time of writing this on the 1 December 2021.

This year we lost a beloved comrade of the RTBU. Amarjit Singh was a highly respected Member of the RTBU and the railway family. His absence has been deeply felt by all.

As a Delegate he was heavily involved in issues that affected Authorised Officers, always fighting for Members, and ensuring Members were put first.

He was a staunch unionist, and his legacy will live on forever through the Members he recruited and fought for.

At the time of writing this, the RTBU has had multiple meetings with Wilson Security management regarding enterprise agreement negotiations.

We have progressed work on the Wilson Security Enterprise Agreement.

We have maintained constant contact to understand how the pandemic was affecting members at Wilson Security and provided support wherever possible. We have continued to run our Monthly meetings in all areas big and small, including Timetablers, Rosters and Schedulers, Metrol, Control, Drivers Allocation Officers,

Pacific National, Wilson Security Luggage Hall, and across Victoria all Conductors, Station staff, AOs, MMAOs, and Shunters.

At times these meetings have had to be held via Zoom and Teams, and I am grateful for our hard working Delegates and

representatives who have always made efforts to be in attendance for our monthly Delegate meetings.

I commend the work of all Members who have embraced countless changes in workplaces and work practices to deal with this monstrous pandemic. We must

continue to hold discussions, assess risks, and develop strategies around them to keep moving forward.

We have plenty of challenges ahead of us, and we will continue to do everything possible to make sure we keep Members secure and

safe at work.

Thanks again to all RTBU Members, and I look forward to seeing you all in person in the new year.



Marc Marotta did not submit an article for Newsline 2022.

Tarik Koc did not submit an article for Newsline 2022.



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Bryan Evans

BRANCH DIVISIONAL ORGANISERS

(INFRASTRUCTURE/FLEET MANUFACTURE, MAINTENANCE, OVERHAUL & SERVICE DIVISION)

Branch Divisional Organisers (Infrastructure/Fleet Manufacture, Maintenance, Overhaul & Service Division)

Despite some of the worst bargaining circumstances in recent memory, the Infrastructure/Workshops Division threw itself into the year by closing out the Bombardier (now Alstom) V/Line Rolling Stock Maintenance enterprise agreement. The agreement, which was since been overwhelmingly endorsed by the members, offered a 12% pay rise but more importantly, achieved several key milestones for the RTBU:

- It is the first heavy rail maintenance facility in the country to deliver a 36 hour week to its members (2 hours less work a week for more pay),
- It is the first V/Line state-wide maintenance agreement since privatisation.

The 36 hour working week is historic in its own right, with reduced working hours and increased wages, but arguably more important is the state-wide agreement. A state-wide agreement makes it extremely difficult for companies to do shoddy greenfields agreements undercutting our hard-fought for conditions, like we saw at the Pakenham maintenance facility.

Onward to the new High Capacity Metro Trains (HCMT), going into 2021 the Downer HCMT dispute was already heating up. On the verge of reaching agreement with the company, Downer refused to convert 34 expiring fixed-term employees to full-time, despite being 2 years late delivering the project. This combined with a

prolific use of contractors and a lacklustre wage offer impelled members to hit the grass. The resulting win resulted in the fixed-termers being converted to full-time and the first 36 hour work week in rolling stock manufacturing.

When it comes to workshops, the year was punctuated by the announcement of the retirement of the Comeng fleet. Fast-tracked by the announcement of a new order of the X'Trapolis 2.0 train and more HCMTs being put into service, the retirement of the Comeng fleet also accelerated the demise of the Westall maintenance facility, putting over 50 jobs in limbo. Despite negotiating the tools for the inevitable dispute as part of the 2019 MTM rolling stock agreement, there was no real surprise to see MTM proposing that the closure would target specific grades and limit the availability of packages to others. Significant disputation followed and the RTBU ultimately negotiated an outcome that ensured apprenticeships are delivered to existing employees, Suburban Train Examiners are being backfilled into the future, and packages will be distributed more equally to those who volunteer for one. Although the process continues, and most likely will for some time, at the time of writing all redundancies have been limited to a voluntary basis, and quality jobs have been negotiated in other areas of the business to offer legitimate career opportunities in the railways.

In Infrastructure, 2021 saw the completion of the 36 hour work week roll out, with Downer Infrastructure, Coleman Rail and McConnell Dowell all signing up to new union enterprise agreements with a 20% + headline wage increase.

Activate Rail have signed their first union agreement, achieving paid training for casual employees and 14% pay increase. TPA also reached an in principal agreement with the RTBU delivering the same outcomes and at the time of writing, a vote on this agreement is currently being organised prior to Christmas.

Other agreements completed in 2021

Progress Rail's first RTBU-bargained enterprise agreement achieved 12% over 4 years, while Gemco reached an in-principal enterprise agreement with the RTBU delivering 8% and a 36 hour week which is also scheduled for a vote prior to Christmas. UGL Ballarat, Downer BAU, UGL Spotswood were all completed as well, and finally a recent in-principal agreement has been reached with ARTC subject to drafting.

The year ahead

Despite a multitude of agreements scheduled for negotiation in 2022, the Downer Pakenham East agreement (HCMT maintenance) will commence mid-year, giving members an opportunity to rectify the horrific greenfields agreement the RTBU refused to sign in 2018. The Pakenham East agreement undercuts the wages and conditions of our entire rolling stock industry and it is only through the hard work and determination of RTBU Delegates and Members across the Division that it did not drive wages and conditions down across the entire state.

2022 is also shaping up to be a significant year for the Infrastructure Division. As mega projects such as Airport Link, the Metro Tunnel and the Suburban Rail Loop provide the backdrop

of a rapidly changing network, our industry is poised for significant new growth, more employment and more services but will also witness the impacts of what happens when all this change in the hands of profiteering companies, an influx of rogue employers trying to get a piece of the pie, and technological innovation. This, coupled with the fact that for the first time in a generation we are seeing significant investment in the freight sector demonstrated by Inland Rail, the Port Rail shuttle network, and talks of new and expanded freight terminals sets the scene.

In 2022 and years to come, RTBU members will continue to find themselves at the forefront of massive change. In the hands of employers alone, we know that any changes in our industry will be weaponised against our workers with wages and conditions slashed, skills left to rot, and jobs cut. The RTBU is no stranger to this however - although change is inevitable, our Union will only accept change on our terms. We will be front and centre of every project across infrastructure and workshops and will sit at every table. We will fight tooth and nail for the best outcomes, and do absolutely everything to ensure our members reap the benefits of these changes. The decisions members make as a union over the next several years will completely shape the face of our industry for the next generation of railway workers.

Thank you to all Delegates and Members for their hard work in 2021, and I look forward to standing shoulder to shoulder with you all in 2022. Solidarity.





Vik Sharma

ORGANISER | RAIL OPERATIONS/ADMINISTRATION, SUPERVISORY, TECHNICAL & PROFESSIONAL

This year was full of surprises, and not the nice ones. COVID very successfully attacked our way of living. We could not do the simple things we rely on to maintain our sanity and wellbeing. COVID had a huge impact on workplaces and work practices. I must commend essential workers for their adaptability and stepping up when Victoria needed it the most.

them is the issue of 'mandatory vaccination'. So far vaccination is not mandatory in our industry and hopefully it remains that way. We remain pro-choice, but certainly do not condone violent protests in the streets of Melbourne. We will continue to hold discussions with members and other relevant stakeholders on this issue, whether it relates to concerns about choice or contraindication.

astonishing that we had to resort to these measures and spend thousands in legal fees to uphold a basic entitlement provided for by the agreement.

RTBU members, regardless of their grade, supported their comrades in need and ran a commendable campaign against Metro's appalling proposal. This fight is not over yet and we will continue to fight for the RTBU members' rights and conditions.

Metro is not the only place where we are experiencing these changes. V/Line has been notorious throughout the pandemic as well. Over the past few months, members have raised concerns regarding issues pertaining to classification and conversion of full-time positions to part-time positions. When a position becomes vacant, V/Line has been unilaterally reclassifying the position to a lower grade or converting that position into 2 part-time positions. They have been making these changes without consulting with the local workgroups. We have raised these concerns with them without much success. Currently we are exploring all other avenues to oppose this. We encourage all members who experience this sort of a change in their workplace to contact their organiser.

I have previously expressed my frustration about the broken legal framework when it comes to bargaining for enterprise agreements. Probe runs the PTV call centre. Probe's EA reached its nominal expiry in April 2019. It has been well over 2 years and Probe still refuses to bargain. They are exploiting legal loopholes and actively depriving workers of their basic workplace right to bargain. Next year, their contract is up for renewal and possibly it will be extended. Should companies who use legal loopholes to avoid bargaining with workers be awarded multi-million-dollar government contracts? – Absolutely Not!

Finally, critical public functions such as public transport should be run by the state and not by greedy corporations whose sole motive is to maximise wealth. However, considering the contemporary realities of today, if these functions are to be outsourced, they should be contracted to good corporate citizens and certainly not the ones which hide behind legal complexities and can't even bargain with their employees.

Wishing you all a happy and safe festive season and I look forward to continuing the fight in 2022.



Public transport workers played a remarkable and critical role in keeping Victoria moving in these difficult times. It did not come without challenges though. Employers started playing games right from the start of the pandemic and attempted to do things contrary to the provisions of enterprise agreements or other legislative instruments. One example was when a member was stood down 'without pay' for a disciplinary matter under the guise of COVID. The Metro Enterprise Agreement unequivocally states if an employee is stood down for such matters, they ought to be paid. We referred the matter to the Fair Work Commission and consequently Metro relented and paid the member their rightful entitlement.

There were countless other COVID related issues we had to deal with such as masks' compliance, COVID Safe plans and practices, workplace exposure sites, pandemic leave issues etc. COVID is far from over. It appears governments are digressing from the initial strategy of 'elimination' to 'living with COVID' which poses further challenges. The biggest of

One of the biggest battles of 2021 has been the Metro stations' restructure dispute. Metro decided to make unprecedented changes to the stations' structure and force dozens of workers out of their jobs. This decision was met with significant anger, frustration, protests, rallies, and legal battles. Whilst we won the battle in the sense that there were no forced redundancies, it created countless other rostering and personal issues for members. At the time of writing this article, we are still working through these issues. Metro's conduct throughout this saga has been unacceptably abysmal.

Metro's egregious disregard of workers' lives and livelihoods showcased how little they cared about the frontline workers who risked their health and wellbeing to keep Victoria moving in crazy COVID times. They acted as if they had carte blanche in doing whatever they pleased. It was evident when they chose to blatantly disregard the status quo provision of the enterprise agreement. The RTBU took the matter to the Federal Court and consequently Metro had to maintain the status quo. It was







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Joe Dennis

ORGANISER | INFRASTRUCTURE/ROLLING STOCK/LABOUR HIRE

2021 was off and running with the V/Line Infrastructure Enterprise Agreement approved by the Fair Work Commission on the 13th of January. This agreement came into effect 7 days later and is the first agreement in rail to have a 36-hour working week implemented. V/Line were busy putting the S&C rosters in place, as these were agreed and voted on late in 2020. T&C members have also been notified of roster changes and all gangs have begun consultation with the company to produce rosters. As we progressed into the consultation, the work/life balance became the most important factor in negotiating a suitable roster for all members at V/Line.

V/Line's mobile gangs were working with plant that is not serviced and maintained to an appropriate level. Members are forced to work 10 hour shifts, breathing in large amounts of dust while seated in a "sealed" cabin. Members have complained to V/Line and as a result, V/Line issued the members with face masks and respirators rather than fix the issue. Members have even purchased various items including weather strips to seal the dust out. V/Line engaged Amcosh, a company who consult in OH&S matters. Amcosh were engaged to conduct dust assessments on the plant cabin to assess the amount of dust members were inhaling while engaged in rail works. As a result of the testing being completed, it was reported back to V/Line that the dust was reading 13 times the allowable limit accepted by WorkSafe Australia. This piece of plant was removed from service.

This immediately raised concerns within the workgroup and by fellow V/Line track workers throughout Victoria and Australia. It was reported that the "dust" members are breathing is Crystalline Silica, a toxic dust that attaches to your lungs causing inflammation & scarring and can cause fibrosis making it difficult to even breath. Silica is a very common mineral found in granite, sandstone, flint and slate which can be found in ballast. Future plant maintenance and members' medical testing was also raised, as currently members

are not tested in relation to inhaling dust containing silica. V/Line also implemented safety procedures such as the use of a water truck on rail jobs where the dust is an issue.

V/Line's fault centre has been an ongoing issue this year. In the current Asset agreement, all work is to be offered to V/Line staff before engaging contractors. The fault centre has engaged contractors to fill full-time vacancies. The union placed this in dispute with V/Line. The union worked with delegates to meet with V/Line and as a result, 4 new positions were penned and filled by full time V/Line employees. This is a win for all members, meaning more jobs for full-timers.

2021 delegate meetings for Infrastructure and Workshops have all been taking place and were a great tool for members to raise concerns and have them addressed by the workgroup supervisors. These meeting will continue in 2022.

The RTBU were in discussions with Programmed Skilled regarding how superannuation is paid to members. Members who worked on weekends were technically working hours that should have been categorised as 'shift work' rather than 'overtime' during weekend work. Hours worked which should have been categorised as 'shift work' should be treated as 'ordinary hours' and as such, superannuation should be payable in respect of those hours. This was a huge win for all Skilled RTBU members, who have now got their backpay into their superannuation accounts.

During the year several large infrastructure works commenced. The Gippsland line upgrade, part 2 of the Warrnambool line upgrade and the Bendigo works near Rochester. Shepparton has commenced and is now in full swing. In the project space, things throughout Victoria are progressing. Most Tier 1 contractors are complying with sufficient safe worker numbers, a different story to a year ago when there was little to no safe working on projects. I have been inspecting sites all year and have been hitting both



contractors and safe working companies to increase the safe working numbers and increase safety for all on the network.

I have been out and about on the projects this year throughout the entire state. From the Warrnambool line upgrade (WLU) to the Metro tunnel works in West Melbourne. Some new works are coming up soon including part 2 of the the WLU and Gippsland line upgrade (GLU). Southern Programme Alliance (SPA), who are working on the Frankston upgrade, disgracefully stood down our onsite union delegate. They claimed it was for a "safety breach" but did not speak to either the union or the delegate. This kind of employer bullying of union delegates is nothing new to projects—earlier in the year, two CFMEU delegates were marched off site by security guards at a Glenroy project for false allegations. We will continue to fight for our own delegate to be reinstated.

Members working for Programmed Skilled have not been getting any construction site allowances since beginning works on the Warrnambool line upgrade (WLU). I have raised this with Skilled but there seems to be some confusion as to whether these works are a "project" or not. Other companies have been paying the allowance of around \$5-\$6 per hour.

Earlier this year, V/Line Central introduced Rapid Antigen testing for all who enter Central at 628 Bourke street. Rapid Antigen Testing is a tool to assist in the detection of COVID-19 in people. It involves a nasal swab which is then

placed into a chemical solution which is tested, and displays the person's result within 15 minutes. V/Line and RTBU officials and delegates were involved in consultation relating to the process involved with the test. Delegates raise concerns with the test and the amount of time it takes to conduct the test and receive a result. V/Line agreed to pay 1 hour on top of the regular shift in order to be tested. This 1 hour will be amended if needed. Other concerns raised were the actual test and if any chemical were used in the stick that is placed up the nose. Also a concern for members was if you provided a non-negative result from a Rapid Antigen Test, you must get a standard COVID-19 test (PCR test).

Both V/Line Track and Signal roster discussions have taken place this year. These discussions are only early stages and we ask all members to request that V/Line consult with members and the RTBU before agreeing to any rosters. These rosters for signals have been an ongoing issue for some time now and at the beginning of the year it was agreed to trial two 16 week blocks. The trial was completed, only for V/Line to now claim the trial rosters are not meeting what they need. V/Line have put forward a straight 7 and 7 roster. All members have contacted me and have unanimously rejected any roster with a 33% night shift. Discussion will be ongoing for some time.

Have a great Christmas and new year and I look forward to seeing you all in 2022, hopefully without any COVID restrictions.



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Victor Moore

BRANCH SENIOR VICE PRESIDENT

At the end of 2020 and 2021 upon us, many members obviously thought we had COVID well and truly behind us.

The RTBU has since early 2020 been active on many fronts including a successful campaign to mandate the wearing of face masks on Public Transport, backed up by a continuation in 2021 of a number of successful HSR forums held in conjunction with the Victorian Trades Hall Council.

These forums aimed specifically at HSRs worked to provide reps with a better understanding of health and safety on the job and the various powers at their disposal.

The Victorian Trades Hall Council provide a wealth of information and those HSRs attending the meetings have been able to ask direct questions of health and safety experts with a wealth of knowledge and experience.

COVID's initial impact on station grades in their public facing roles was dwarfed by the Delta variant given the increased risks of the newer variant being more highly contagious and more easily transmittable.

Under the cover of COVID and the drop off in passenger numbers, Metro Trains "Invited" a number of Station Masters and PSLs to online forums in April where forced redundancies were put on the table in order to restructure for a so called greater flexibility. All up there was a direct threat to 30 Station Master positions.

In what is a standard management mashed-potato of excuses threats came thick and fast with many members left shaken and upset at not only the way the "announcement" was made but the seemingly arrogant attitude of management towards those who had built a career in the railways. To this very day it is something that will sustain anger against Metro management for years to come.

In response to these attacks the

RTBU launched a campaign that organised a series of rallies at both North Melbourne and Flinders Street station and even the Fair Work Commission. Many Delegates and Members attended in their own time to be met with many guest speakers from other unions also attended to show their support and solidarity.

A dispute notice imposing Status Quo was issued under the Metro Operations EA. Unheeded by Metro the RTBU took Metro to the Federal Court. The court ultimately supported the members of the RTBU in the lodgement and application of the Dispute Resolution process.

As a result, a subsequent meeting was then held at Fair Work Commission where prior to the conciliation between the parties taking place before Commissioner McKinnon, a rally of RTBU members, many of

whom were directly threatened by managements' restructure, took place.

The pressure applied by a continued and sustained campaign saw the threat of forced redundancies removed and a small number of voluntary redundancies took place. Management also gave a number of undertakings at the commission including supplying the RTBU with a letter that there would be no further redundancies, that rosters posted on 25 May 2021 would be withdrawn and that duties undertaken by the PSLs would not devolve to the senior Station Masters.

But the campaign didn't stop there, while lockdowns and greater COVID restrictions came into force, rallies had to cease and the RTBU moved to organising through online forums and online campaign newsletters. These have proven to be quite successful as they

have provided off-shift members the ability to stay up to date with the developments during the campaign.

One of the critical issues over the last few months has been management's inability to properly consult over station rosters.

Time and time again we have approached management to ensure that Station Masters are directly involved in rostering development. A key victory here was the removal of available shifts from rosters when SMs made their feelings known about this unworkable approach put forward by management.

It shouldn't be rocket science to use the staff who directly supervise and perform daily and long term station rosters to help develop new master rosters, but it took several botched rosters from Metro before the penny dropped to include members in this process.

Now some 7 months after a range of issues with the restructure came to light, some solid progress has been made. But with Christmas rapidly approaching, a number of station rosters still need to be resolved in good faith.

In many ways a lot of issues around Metro's new Station Master structures will come to the fore in 2022 as the line up of managements view of Station Master levels potentially clash with the new developed and agreed Position Descriptions.

I wish to take this opportunity to thank the many Delegates and active station Members for all their work on this campaign.

No one foresaw that in April as a direct result of management's restructure announcement we would still be fighting over rosters and staffing impacts. It is due to the strength of an active and engaged membership that the fight has continued and thrived.

Now onto 2022 for the many more battles ahead.







Amanda Swayn

INDUSTRIAL OFFICER



Whilst we had all hoped that 2021 would bring fewer challenges than 2020, it just wasn't to be. Employment lawyers and industrial officers have been busy navigating the new legal issues arising from the impacts of the pandemic, including the Chief Health Officer's workplace directions, mandatory vaccination requirements, COVID Safe plans, isolation directions, declarations of 'Tier 1' and 'Tier 2' exposures at work sites, pandemic leave... to name a few.

Although there were many new issues to tackle during 2021, the usual legal and industrial concerns continued throughout.

Unfortunately, members were still unfairly dismissed, underpaid, injured at work, bullied, harassed, and discriminated against. Employers continued to 'misinterpret' or at times simply ignored enterprise agreement obligations. So, throughout 2021, the RTBU continued to represent members in these matters industrially and legally in the Fair Work Commission, at VCAT, at VEORHC, and in the Federal Court.

Standing up to your employer is confronting at the best of times, but in times of uncertainty when the job market and economic climate are unstable, it can seem

almost impossible. However, the benefit of being an RTBU member means you are not alone. RTBU members have continued to fight to protect their conditions throughout 2021, in both collective disputes and individual claims, with many achieving great outcomes.

In my experience with assisting employees across a range of industries with workplace issues, often an individual with a dispute is not the only one impacted by the problem.

If your employer is underpaying you, it is unlikely you are the only employee in your workplace being underpaid. If you're experiencing bullying and harassment, it is likely others in your workplace are experiencing it too. Facing issues collectively results in better outcomes and improves the overall experience throughout. Disputes take time, and when a matter becomes a formalised legal claim, they take a significantly long time. The impacts of the pandemic and restrictions has resulted in many legal claims being delayed. Ensuring you have support throughout these lengthy and often stressful processes is hugely important.

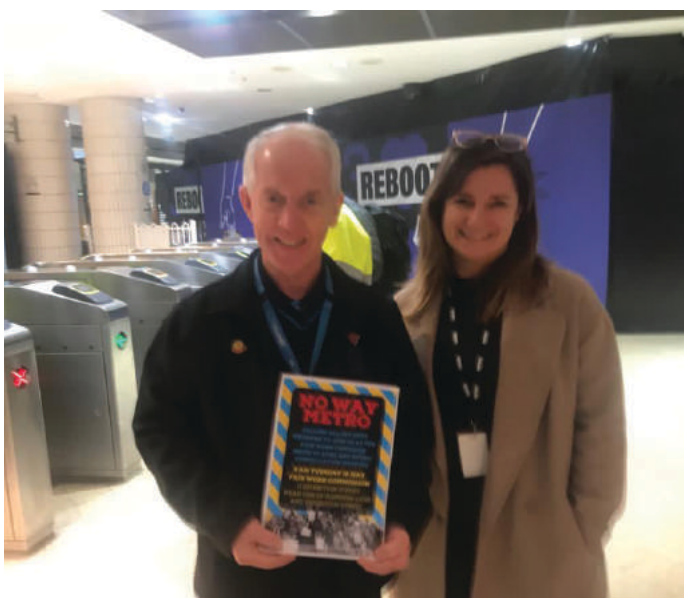
Although I have not been with the RTBU for long, I have been learning a lot from officials and members who have been generous with their time to assist me in better understanding the industry and rail culture. There are two

characteristics that stand out to me in terms of the industrial and legal strengths of RTBU members – the mentality that a rail job is 'a job for life', and the fact that the rail industry itself is a network. Whether it's passenger services, infrastructure or rolling stock maintenance, all sectors are interconnected and rely on each other to run.

I have observed these strengths in action from the way RTBU members fight for their conditions and in how they support one-another. I witnessed messages of support being sent from members rallying outside of the Fair Work Commission against Metro's job cuts, to the members taking industrial action in support of their EA claims at Downer. I attended worksite meetings where members were eager to understand the issues of other members, and how they can help.

Unity and collectivism are more important now than ever. And I have no doubt there will be plenty of opportunities in 2022 for RTBU members to come together and to protect their hard-won conditions, and to fight for further improvements.

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Caitlin Brown

MEMBER SUPPORT OFFICER AND WOMEN'S COMMITTEE CO-ORDINATOR

The past two years have presented new challenges to the RTBU Victorian Branch women's committee.

Although last year we were luckily able to hold our annual RTBU International Women's Day Conference, Members would be aware that in 2021 we had to celebrate IWD online. The committee is looking forward to building our 2022 conference bigger and better than ever.

We collaborated with We Are Union Women, and the Women In Male Dominated Industries (CFMEU, MUA and ETU) to present Women Of Steel in the newly restored Solidarity Hall.

We were able to join the Women's March 4 Justice, which was an amazing and empowering rally to be a part of.

Where possible, we have welcomed our committee back into the office to continue meetings in person, but we have also embraced Zoom as a new tool to engage members who would not otherwise be able to be released from work, or travel to the office.

Unfortunately, we have been

unable to host meetings at different work locations, but we are excited at the prospect of reigniting this in 2022.

In order to ensure women are best represented we continue to hold elections for Women's Advocates at various work sites. We continue to push for companies who do not yet recognise the role to do so formally, with women's advocates appearing on every EA log of claims.

Alongside having elected women's advocates in the workplace, we also encourage women members to take up other leadership roles such as union delegate and HSR positions.

Ongoing campaigns
There is an extensive list of campaigns that RTBU Women are championing, including ensuring women are not financially disadvantaged by transferring into a safe job during pregnancy.

We continue to have battles over pregnancy discrimination underscoring the need for delegates and women's advocates to be trained in these issues. All women in male dominated industries know how difficult it

can be to have adequate facilities provided for women.

Over the years we've had multiple fights related to this issue with various companies.

RTBU Women was successful in it's push for pushed for a number of clauses in the last round of EA. In a first for a Victorian Union, the RTBU now has clauses for Sexual Harassment and Gendered Violence in all three of it's major Enterprise Agreements.

Over the past two years, our Women's Officer Kathryn Breakwell, and our Deputy Women's Officer's Kath Larkin and Rebecca Troughton did an amazing job holding the positions during such unprecedented times.

Kathryn's dedication to the committee saw new Women's Advocates across various Yarra Trams depots, as well as campaigning and supporting different initiatives for women.

Kath Larkin has always advocated for women with passion and her contributions to the Women's Committee have helped shape our campaigns and agenda.

Rebecca Troughton who came into the role after a vacancy but has done an amazing job utilising her time as Deputy Women's Officer to advocate for and engage women, the regions, and all V/Line members.

As a result of our committee engaging more women from the Tram Division, the Committee moved a motion to change the Women's Officer role into four Women's Convenors, covering Rail Division, Tram Division and Locomotive Division.

We congratulate Sally Van Bragt and Marie Florise Siew who have been successfully elected into the position of Rail Division RTBU Women's Convenor, representing V/Line and Metro respectively.

We are excited to see what the next year brings with these new roles, as well as the opportunity to engage even more women in the committee then we have in years before.

If you want to engage more in the RTBU Women's committee, you can reach out to our Member Support Officer and Women's Committee Co Ordinator Caitlin Brown via women@rtbuvic.com.au.



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SERVICES DIRECTORY 2022

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The RTBU regards any issue of concern associated with your employment as a legitimate matter and will ensure that appropriate assistance is provided to you. Speak to your local RTBU Delegate or ring the RTBU office for help, guidance or representation.

WAGES & CONDITIONS

Members' terms and conditions of employment are covered by enterprise agreements negotiated by the RTBU or the relevant award. For all inquiries regarding wages, your current classification, higher duties, all leave entitlements including maternity, paternity, overtime penalties and other rights and entitlements, we're here to help.

FINANCIAL ADVICE

The RTBU offers Members financial advice through Dream Street. To access this, get in contact with the RTBU. We can help with your inquiries and refer you to specialist advisers if this is required.

Superannuation benefits are a significant part of your employment rights. While Australian Super is the RTBU's preferred industry super fund due to its performance, different schemes apply depending on your employer or your personal arrangements. The RTBU supports Industry Super controlled and owned by members for members.

HEALTH, SAFETY & WELFARE

The RTBU is concerned to ensure that no member is placed at risk in his or her work environment. RTBU Occupational Health and Safety Representatives (HSRs) have been elected in most workplaces to support and advocate for your safety at work.

If you are concerned about any aspect of your health and safety at work, talk to your local HSR or RTBU Delegate or ring the RTBU. The RTBU will also provide advice and referral regarding welfare, drug and alcohol assistance. If you are unsure who your HSR is, or need to run an election for your workplace, contact your Organiser and we can arrange an election to take place.

WORK INJURIES AND ILLNESS - COMPENSATION AND REHABILITATION

If you are injured at work or your work contributes to or causes an illness, report it immediately. Contact your Delegate or the RTBU to obtain advice about your rights and entitlements and to assist with any paperwork. The RTBU can refer you to our solicitors if necessary for any follow up action required. Members who are injured have a right to proper and effective rehabilitation. The RTBU can also assist in this area if you are concerned about the treatment you are receiving from an employer.

UNFAIR TERMINATION

The RTBU will not tolerate the unfair dismissal of a member. Members who unfortunately suffer such treatment by their employer should contact the RTBU for immediate assistance. Legal rights exist to gain reinstatement and/or compensation, which the RTBU can provide advice and assistance about. Even forced transfer to a lower classification can amount to unfair dismissal. Members should report any threat of termination to their Delegate, Organiser or the RTBU Office.

EQUAL OPPORTUNITY AND DISCRIMINATION

All workers have the right to be treated equally at work - the RTBU will not tolerate discrimination. If you feel you have been treated unfairly, contact your Delegate or Organiser.

SEXUAL HARASSMENT

Sexual harassment is anti-worker and is a serious and illegal offence and NO WORKER HAS TO PUT UP WITH IT - contact the RTBU Office for confidential and effective advice.

TRAINING AND CAREERS

Access to and opportunity for further training and advancement should be available for all members - ask your employer about your entitlements and let the RTBU know if the response is unsatisfactory. The RTBU will also arrange for members and RTBU delegates to gain effective occupational health and safety training and trade union training.

CHANGES AT THE WORKPLACE

RTBU awards and agreements require employers to consult with the RTBU about any changes in the workplace which may impact on employees. The RTBU will ensure changes are not implemented without members having had a say and their concerns addressed.

OTHER BENEFITS

Long Service Leave, Annual Leave, Sick Leave, PLD/EDO's, Bereavement Leave, Maternity / Paternity Leave, RTBU Diaries, Protective Clothing, Safety Footwear, Shift penalties. For further information on the above, contact your delegate or the union office.

LEGAL SERVICES - GORDON LEGAL

Gordon Legal is the officially endorsed legal representative of the Rail, Tram and Bus Union. As part of its commitment to the industry, Gordon Legal extends worthwhile legal services benefits to all RTBU members.

Phone: 1300 56 50 16

Web: www.gordonlegal.com.au

Melbourne: Level 22/181 William Street, Melbourne VIC 3000

Geelong: 183 Moorabool Street, Geelong VIC 3220

Dandenong: 75 Robinson Street, Dandenong VIC 3175

HEALTH INSURANCE - UNION HEALTH

Make the Move to Union Health!

Not-for-profit and member-owned, Union Health is the only health fund in Australia that exists to serve union members and their families.

Because they're 100% owned by their members, their profits go straight back into providing better products, more services, and a wider choice of hospitals for their members. They work hard to keep average premium increases as low as possible. Call: 1300 661 283

Hunterlink - Employee Assistance Provider

To support Members, the RTBU offers access to an employee assistance program through Hunterlink, a union preferred organisation.

Linking you and your family to holistic wellbeing solutions.

Services they offer:

- ☐ 24/7 National Assistance Helpline
- ☐ Access to professionally trained and registered counsellors and psychologists
- ☐ Phone, Video link and face to face counselling
- ☐ Crisis intervention
- ☐ Critical Incident Support
- ☐ Counselling in a range of areas including; Depression and anxiety, substance abuse, relationships, grief, anger management, workplace bullying, stress and pressure at work, problem gambling.

Should you feel the need to reach out and talk to, Hunterlink are there for you. Free call 24/7 National Assistance Helpline: 1800 554 654

RTBU Merchandise Store

The RTBU offers a wide range of merchandise for members to wear RTBU loud & proud. Look good and let everyone know what team you're on - visit the online store: www.rtbu.vic.com.au/store/

INCOME PROTECTION

Many RTBU members can access income protection through the RTBU Accident and Illness Benefits Program.

Benefits:

- ☐ Personal Accident Leisure Time
- ☐ Leisure Time Illness
- ☐ TAC Top-up
- ☐ WorkCover Top-up
- ☐ Workplace Death & Trauma
- ☐ Funeral
- ☐ Discretionary Covers
- ☐ Dental (accident only)
- ☐ Ambulance

To find out more, visit www.rtbu.vic.com.au/incomeprotection

HOLIDAY AND TRAVEL SERVICES: RTBU ROSEBUD HOLIDAY APARTMENTS

781 Point Nepean Rd Rosebud 3939

Situated in beautiful Rosebud 100 metres from the beach, within an hour from Melbourne. Units have two bedrooms and all facilities included.

For more information and bookings, contact the RTBU via email or over the phone.

NEW GENERATION HOLIDAY PARK JERVIS BAY TERRITORY (South Coast NSW)

Sussex Inlet Situated in a peaceful atmosphere by the sea. Ultra modern, self-contained units, caravan and camping grounds, fishing, Tennis, and B.B.Q. A very reasonably priced holiday in top quality accommodation, in a beautiful setting.

INQUIRIES & BOOKINGS

Contact: Rail, Tram & Bus Union NSW Branch

Phone: 02 9264 2511 or Email: nswho@rtbu-nsw.asn.au and ask For Sussex Inlet Bookings



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