

RTBU EXPRESS



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Vik Sharma

Branch Secretary

NEXT STOP INDUSTRIAL ACTION



V/Line members covered by the Operations EA will soon vote in a ballot to take industrial action.

As management fail to progress negotiations and tackle core claims including job security, safety and equality, and fair wages and conditions, members will now be asked to vote for stoppages to exercise the pressure required to achieve an industry standard outcome.

Just last month we saw Metro agree to no forced redundancies, a 17% wage increase, improved classification structures and other clauses including better work-life balance conditions. It is only natural to expect that V/Line meet these minimums before addressing

the core issues relevant to support the future of our regional network.

Industrial action items will include stoppages, a ban on overtime, and a uniform ban. Members will be asked to vote electronically via SMS and email to endorse the action and send a strong message to both V/Line and the government.

While some progress has been made with a number of improvements locked in, we recognise that in the current climate of increased living pressures, chronic understaffing and a competitive skilled labour market in the rail industry, it is prudent that we aim high for regional member to secure the best possible EA that is fit for the future.

The RTBU will stop at nothing to hold both management and government accountable in the face of shallow and negative rhetoric that will otherwise drive V/Line into the ground.

Members are encouraged to contact the RTBU office to confirm their details are up to date and able to vote in the upcoming ballot.

Vik Sharma
Victorian Branch Secretary



UPDATE YOUR DETAILS TODAY
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Sally van Bragt
Organiser

CARGO PANTS HIGHLIGHT LOCAL INCONSISTENCY AND POOR PROCESS AT V/LINE

A V/Line Customer Service Manager at Geelong Station has unfairly targeted conductors wearing cargo pants.

Despite similarities with pants made available to drivers, V/Line has argued that cargo pants do not constitute V/Line uniform. But the way the issue has been approached has been a far cry from professional.

When five Geelong conductors chose to wear cargo pants in response to concerns that company issued pants for conductors are uncomfortable, provide no resistance to wind in winter and have been reported to cause skin irritation, an email was circulated to staff locally reinforcing the compulsory use company issued uniform.

This prompted members to write to the regional manager seeking a review of the uniform policy for the more robust pants to be added to the uniform order form.

Despite commonplace variations, irregularities and special considerations given for different uniform needs across the network, it was only following this letter that a local CSM decided to threaten these particular members with disciplinary action over uniform compliance.

The union got involved and negotiated with the regional manager to allow the cargo pants to be worn until additional uniform became available, and that the issue be addressed with senior management. Senior management have since agreed to review the conductor uniform choices and permitted the cargo pants until the matter is resolved.

Unfortunately, this progress on the matter at various levels didn't stop the CSM from again threatening the women with disciplinary action after being told of the arrangement not once, but twice.

Union officials have made it clear to V/Line we will not tolerate this kind of targeted discrimination and victimisation against our members.

We will keep you updated as the matter progresses.

If you have experienced an issue with uniform, discrimination, bullying, harassment or victimisation please reach out to the RTBU office or your Organiser.



Victor Moore
National President

METRO TUNNEL TRAINING DISPUTE

The RTBU has consistently raised the issues around career progression and the lack of training for station staff across Metro and with the new tunnel positions now coming into fruition it appears as though some of the chickens are coming home to roost.

In late October the RTBU advised Metro management of a dispute over training for the new Metro Tunnel positions. This arose following an EOI for trainer roles for the delivery of training to station staff selected for these new positions where it was clear Metro had not properly engaged in consultation nor provided adequate detail to members likely impacted.

Our approach is clear in that every step must be a step forward not a step backwards for the training rights for our Members. This has been echoed through our approach to enterprise bargaining and ensuring the issue is properly dealt with.

The Tunnel provides for over 230 additional station roles. With new station designs, platform screen doors, new control desks and automated trains, it will be a big task getting operations off the ground regardless of the different timelines for station handovers.

In response to our dispute management have advised that the training material, content, and timetable is still under development. These tunnel positions will initially be provided training over the course of 6 months. Class sizes are estimated by management to be 16 people per class and the 6 EOI trainers will be responsible for their training.

The competencies for the station grades are still under discussion with training content to vary between different grades depending on specific requirements of their role.

Evacuation and safety management training will play an important component of the training due to the size and nature of the new stations. Extensive subterranean networks and passages connected to active commercial activities introduce further considerations that must be planned for.

Station control rooms will be 24-hour operation and will play a critical role in any emergencies.

We have been advised that recruitment for Tunnel positions not already filled will soon re-open.

It has been agreed that the RTBU Officials and Delegates will meet with Metro management on a monthly basis to resolve both training related issues and address other Tunnel related matters.



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