

RTBU EXPRESS

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Luba Grigorovitch

State Secretary

THIS WIN IS YOURS

Members of the RTBU have a long memory of the varied attacks by V/Line, its Board, Management and Governments.

When under pressure or under attack, Rail workers know how to respond and stand together to fight to protect and advance working conditions.

In this campaign against V/Line's attack on the V/Line Rail Operations Enterprise Agreement (EA) 2015 - 2019, members demonstrated a formidable amount of unity and strength.

This attack from management was direct. It was targeted and it was cunning. It was your collective unity that stood against management and sent a clear message.

The results of the voting showed an outstanding 92% of employees taking part in the vote. Of that 92%, an incredible **82% of employees who voted, voted NO** against changes to the EA. This means that there will be no amendments made to the V/Line Rail Operations EA 2015 - 2019.

Never has a union united so well to defend hard won conditions!

The current conditions we enjoy today have been fought for over many generations to be enshrined in your EAs. It is from the strength of the people who came before us that we have those conditions in our EAs now, and it is our job to protect and defend those conditions for the people who come after us.

The last negotiations and threats of industrial action at V/Line saw the current agreement improve again also increasing V/Line members' share in the current transport boom.

We are able to win these fights because your work is critical to the functioning of our public transport system. When we speak as one management must listen!

Thank you to the members who got involved in the VOTE NO campaign to push such a strong message.

Thank you to the Delegates, Members, Retired Members and supporters who went above and beyond, assisting with getting the message out there. To everyone who made phone calls, to all the people who attended mass meetings and to all the people who helped spread the word. It was an all-round joint effort and without the support of the entire membership, this win to protect your EA wouldn't have been possible.

This attack will be etched into our memories as we continue to struggle for the respect and dignity we deserve as public transport workers.

In unity comes strength and this fight shows the great strength of the RTBU when all grades unite.

This is your union and this win is yours!

Luba Grigorovitch

- State Secretary



RTBU
The power of Union

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Joe Maisano
Organiser

METRO STATION LAND

The Metro Trains Melbourne Control Desk saga unfortunately continues to worsen. What is concerning is that as we dug deeper into the proposal for the control desk closures, it was discovered that it first began being developed back in 2015.

Metro in light of our campaigning agreed to meet with the RTBU last week. This was not because they wanted to, but because the FWC ordered Metro to do so. Management representatives from Metro who sat in the formal meeting asked the question, "what does the RTBU want to achieve from this meeting?"

We advised Metro that we wanted to turn the clock back and to maintain the same operational requirements as is, and to upgrade the current Control Desks. Metro decided to provide feedback at a later date and therefore the RTBU ensured that another formal meeting

would occur to provide feedback and not allow Metro to approach staff as they would like too.

The outcome from the meeting was that Metro are now calling the centralisation of the Control Desks in the Clifton Hill Group only a **PROPOSAL**.

Recently Metro decided to remove the recording of dwell times at stations without the proper consultation and a formal dispute has been lodged. Therefore, the recording of train times is to remain status quo and is to be provided to Train Control as it was beforehand.

This will support our train controllers with real live time when the Train Controllers (Metrol) are trying to obtain credible information which may require it to be passed onto PTV for their investigations and reporting mechanism to the State Government. Again, another attack to the



station grades to remove a task completed by stations and Control Desk locations.

Another function completed by the station staff is reporting all the faults and safety issues through to the Fault Centre. Metro decided again, without proper consultation to remove this task for reporting graffiti and pass the task onto the contract cleaners who clean the Stations. Again, another formal dispute was put into place and the decision was reversed.

If this is how Metro would like to conduct their business, then it leaves us no room but for the RTBU to continue to fight with the company.

We will continue this fight for what is best for our members. Although this directly affects the Station Grade today, tomorrow it could be you. To get involved in the public campaign, call the Union Office on 8630 9100.



Cathy Birch
Organiser

YOUR FAMILY FRIENDLY EMPLOYER

The organisations our members work for pride themselves on being family friendly. To a person making some guesses, this would suggest flexible working hours, and an effort made to allow people to stay employed whenever possible (and therefore being paid so their family can continue to live in the home with the rent or mortgage payment being possible.)

When health issues require light duties, whether this is for an ongoing medical condition, returning to work from a non-WorkCover injury or the last trimester of a pregnancy, one might imagine the company would make more than a token effort to accommodate this. Sometimes it happens that the staff member has no personal leave, annual leave, long service leave, EDO, DDO, RDO or public holiday credits.

Sadly, the companies so keen to claim they are employing more women than ever before seem baffled by the fact that women get pregnant and a perfectly healthy, normal

pregnant working woman is more than likely to find standing for protracted periods in her last trimester difficult. An insistence that staff must start their maternity leave earlier than they wish to because the employer is unable to accommodate them with light duties is discrimination. Often staff are forced to take unpaid leave either at the beginning or the end of their maternity leave because of this and that penalises them financially.

Staff asking to be accommodated by working part time or job share are often told it can't be accommodated.

Members who are injured outside of work are sent to the railway medical officer who declares them fit for duty to return to work on light duties or modified hours. The company then refuses to accommodate this as it 'would incur overtime' or 'be too difficult to roster'. Often the reason cited is that the company is "very concerned the staff member is coming back

before they are ready", even after the railway medical officer has agreed to the return to work.

That an organisation employing so many staff are unable to keep a few positions unfilled for 'light duties' is poor planning on their part. That companies employ gender diversity managers who fail to present or manage issues like this is also a little short of unbelievable.

These employers want their staff to feel like they are cared for but don't seem to understand that their actions certainly do not convey that message. It is disgraceful that they are able to find light duties for someone on a return to work for work cover (because they are obliged to legally) but not for any other situation.

If you are in this situation and if you need assistance, please don't hesitate to call the Union or myself on 0403 863 869. That is what we are here for.

Contact us

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