

RTBU EXPRESS

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Luba Grigorovitch

State Secretary

RTBU WOMEN DOMINATE IWD

March 8 is International Women's Day; however, the women of the union movement like to celebrate. Consequently, sisters and brothers come together annually and pay tribute to the achievements of our movement in the struggle for equality, and this year was no exception. International Women's Day 2018 was another great success for RTBU Women with many events spanning through the week to celebrate working women.

The week began with a Feminist Movie Night on the Tuesday with women from across other male dominated unions including the CFMEU, ETU, MUA and TCFUA involved in the event. The evening was a huge success with RTBU Women in attendance having the opportunity to network with women from other unions, share stories and hear from guest speaker Kara Keys, National Campaign Coordinator for the ACTU.

After a great night with sisters from other unions, the RTBU held our Annual RTBU International Women's Day Conference on the Wednesday with Women from across every Division of the Union there to discuss the issues facing Women in the public transport industry today.

It always makes me extremely proud to see such a successful annual event for International Women's Day and I thank Kellie Grayson, Briony Wilson and Hannah Scott for all their hard work both before and on the day. Events like these require a lot of organising and hard work to pull together, and it is thanks to their work and the support of the RTBU Women that we were able

to pull together another great conference.

This year was the 8th RTBU IWD Conference and it is a huge achievement that in 2018 we have an annual conference with Women from all Divisions of the Union in attendance. Also, in attendance on the day were the CEOs of the major public transport operators for the annual CEO panel.

This year there was Mike Houghton, (Metro Trains CEO), James Pinder, (V/Line CEO) and Nicolas Gindt, (Yarra Trams CEO) who participated in the panel. This is the first year that the Yarra Trams CEO has attended, and I can say without a doubt that Women of Yarra Trams in attendance at the conference valued the opportunity to raise issues directly with their CEO, as did all other women at the conference.

Following from the RTBU Women's conference, we again joined with our comrades at the inaugural women in male dominated unions breakfast. The RTBU, CFMEU, ETU, MUA and TCFUA hosted a breakfast on International Women's Day, Thursday 8 March. The breakfast was a huge success with 200 sisters and brothers in attendance to help us kick off the actual "IWD 2018" with a bang. I was proud to be a guest speaker at the breakfast alongside Michelle O'Neil from the TCFUA to share some stories of the struggles that working women have had.

Later that day, the RTBU participated in the



International Women's Day March and Rally. The RTBU contingent marched alongside sisters and brothers from the wider union movement with thousands of people in attendance for the rally. It was a great week of events to celebrate working Women across the globe and I am proud of all the work of RTBU Women for pulling these events together to make it an unforgettable IWD week.

A union is only as strong as its members and with RTBU Women's building strength we can continue the fight to destroy gender inequality.

The next RTBU Women's meeting will be at Southern Cross Station on Thursday 12 April at 11am. I encourage Women from all Divisions and workplaces to attend.

Please RSVP to request your release to women@rtbuvic.com.au

Luba Grigorovitch

- State Secretary



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Joe Maisano

Organiser

METRO CONTROL DESK SAGA

Last week we received some good news for the members at Metro Trains regarding the centralisation of the control desks in the Clifton Hill Group. Another formal meeting occurred on 8 March 2018 and Nicholas Sleigh, General Manager of Stations communicated that PTV would not approve the proposal and that it will not be approved at a later stage. Other discussions occurred regarding software upgrades and enhancements to the current control desks.

Through sheer determination of the collective and participation from Delegates, officials, activists and members campaigning weekly in the mornings at the Stations Clifton Hill, Reservoir and Heidelberg, an action committee group was formed. The action committee group met regularly to plan the campaign and a meeting with the Transport Minister also occurred as well. A combination of many tactics and a lot of hard work produced a great

win for station staff members. Finally, a letter was written to the RTBU from the Minister for Public Transport, Jacinta Allan advising that the control desk proposed closures would not continue.

Reflecting from the beginning of this, many lessons have been learnt along the way. As a Union, we must keep fighting and never give up! Again, we have proved that when we stand united, we win.



Cathy Birch

Organiser

THE IMPORTANCE OF YOUR HSR

The Occupational Health and Safety Act 2004 (OHS Act) recognises the important role health and safety representatives play in representing the health and safety interests of workers. HSRs (Health and Safety Representatives) have been an important feature of occupational health and safety (OHS) in Victoria since 1985 and it is widely acknowledged that HSRs can make a real difference in having health and safety issues addressed and help achieve better health and safety outcomes.

WorkSafe strongly believes in the importance of the role of HSRs, and actively encourages all Victorian businesses to establish designated work groups and support the election of HSRs.

An HSR is a worker who has been elected by the members of their Designated Work Group (DWG) to represent them, providing a way for their views and concerns about health and safety to be heard by their employer. A DWG is an agreed or determined grouping of workers who share similar workplace health and safety interests and conditions. A DWG may be made up of workers in one or more workplaces

operated by a single employer or workers of multiple employers at one or more workplaces.

Health and safety in the workplace matters to everyone, and WorkSafe encourages all employers, HSRs, workers and their families to regularly talk about it and then act to improve safety in their workplace. Research shows that when workers have input into health and safety, workplaces have better health and safety outcomes. This means fewer workplace incidents and injuries.

The law requires employers to consult with employees on OHS matters affecting them, and where a HSR exists, consultation must involve the HSR (with or without the workers being involved directly). An employer telling the HSR what will happen after a decision is made is not consultation. The matters an employer must consult on are:

- identifying and assessing hazards or risks to health and safety in the workplace;
- making decisions to control risks to health and safety in the workplace;

• changes proposed to be implemented that may affect the health and safety of workers;

• policies and procedures proposed to be introduced; and

• making decisions about facilities for the welfare of workers.

When voting for a HSR, ensure that they care about safety, understand your work place, and of course is an RTBU member. By doing this, you will ensure your DWG has access to the negotiating power of the union and the Victorian Trades Hall Council experts in OHS when consultation is needed, or issues arise. The RTBU can and does often facilitate the election process for getting HSRs elected. If you require assistance in your workplace, please contact me on 0403 863 869

I acknowledge wording from <https://www.worksafe.vic.gov.au/safety/hsr/about-health-and-safety-representatives> was used in putting this article together.



Bryan Evans

Organiser

RTBU INCOME PROTECTION LAUNCHED

For the last 12 months the RTBU has been in negotiations with Incolink to deliver Income Protection Insurance for Railway workers across the state. The policy has been negotiated specifically for issues our members face across our industry specifically relating to the impacts of shift work and the traumatic situations our members can find themselves in. It also covers members up to the age of 70. The RTBU is happy to announce that the program is now live and members across Metro Infrastructure and Rolling stock are free to sign up to the program.

Income protection is designed to protect members when they are down and out, topping up WorkCover and TAC claims and providing a weekly income if you injure yourself in your own time without requiring members to use all their personal leave in the first instance.

Key Policy Features

- Leisure Time Injuries/Illness
- Broken Bones
- Capital Benefits
- Journey Cover
- TAC Top up
- Workcover Top up
- Emergency Transport
- Accidental Dental
- Funeral Cover

Members are urged to read the program document to decide if the cover is suitable, which is available on the RTBU website. If you would like further information, please call the RTBU office on 8630 9100.



Members at Craigieburn Depot at a mass meeting with Branch Secretary Luba Grigorovitch and Organiser Bryan Evans

Freedom in a home loan isn't hard to find.

For an appointment contact Doris Brunetti on 0439 353 267.

Terms, conditions, fees, charges, lending criteria and comparison rate warning apply and are available on application. People's Choice Credit Union, a trading name of Australian Central Credit Union Ltd ABN 11 087 651 125, acts under its own Australian Financial Services Licence (AFSL 244310) and Australian Credit Licence (ACL 244310).



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Alana Dave

International Transport Federation

OUR PUBLIC TRANSPORT: STRENGTHENING INTERNATIONAL SOLIDARITY

Alana Dave from the International Transport Workers' Federation (ITF) visited the RTBU in Melbourne from 28 Feb – 7 March. ITF is a global union federation representing 19.5 million transport workers from 670 unions in 147 countries. There are 11 Australian affiliates. Alana is the OPT Programme Leader.

On 8 March last week, trade unions around the world celebrated International Women's Day. I was fortunate enough to be attending the RTBU Victoria Women's Conference, listening to and learning from the advocates and delegates working in the rail, tram and bus sectors. Uniforms! Toilet facilities! Workplace sexism! Discrimination! Violence against women! These were some of the issues highlighted. And these are the same issues for women workers in public transport everywhere. I was able to share our work on gender equality in this sector, and I will definitely be linking other unions with the RTBU to find out more about negotiating paid domestic violence leave. Being part of

the ITF means that unions can share issues and problems globally, but also strategies and campaigns to strengthen our collective power to win workers' and union rights.

Under the banner of the ITF's Our Public Transport programme, there are opportunities to build solidarity, link local and global issues, and strengthen relationships between unions in public transport. During my week in Melbourne, I learned more about your issues. The ITF's plan to strengthen union networks in multinational companies, like MTR and Transdev, will support your bargaining and campaigning in these companies. Likewise, the RTBU's experiences will inform and inspire other unions. And the ITF's global agreements with the UITP (the international umbrella body of public transport employers) could also open the space in Victoria for joint employer/union initiatives on issues such as women's employment in public transport, violence in urban transport workplaces and climate leadership.

Many unions worldwide are fighting privatisation, or campaigning for renationalisation and public ownership of urban transport. Your campaign "Public Transport, Public Hands" could be connected with similar campaigns in other countries through the ITF's People's Public Transport Policy. Shifting the balance of power in the urban transport sector is only possible with mass mobilising and organising at a grassroots level. But this could be even stronger if we work together globally, and link industrial struggles in different cities with a collective political strategy to win a model of public transport which serves the interests of the majority of people, and not private profit! So the ITF looks forward to working closely with the RTBU on the OPT programme. Find out more at: www.ourpublictransport.org and www.itfglobal.org



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State Secretary

Luba Grigorovitch

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