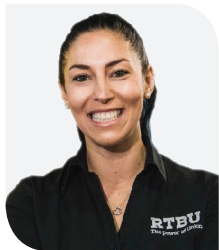
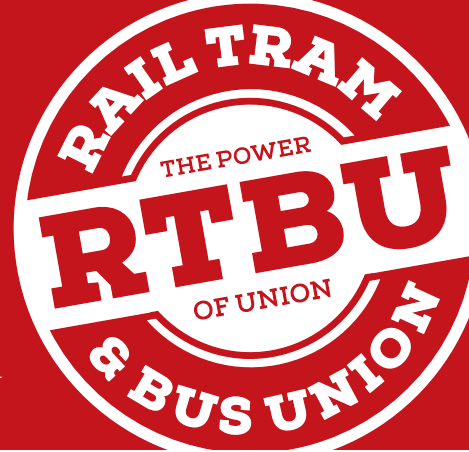


# RTBU EXPRESS

The Official Newsletter of the Rail Divisions of the RTBU Victorian Branch  
**VOL 6 | Issue 10 | 03 July 2019**



**Luba Grigorovitch**  
State Secretary

## PROTECTED INDUSTRIAL ACTION BALLOT LODGED FOR METRO OPERATIONS



*Metro Operations Delegates after endorsing Protected Industrial Action*

After months of negotiations for the Metro Operations Enterprise Agreement (EA), the RTBU has officially lodged a Protected Industrial Action (PIA) Ballot application with the Fair Work Commission.

At a meeting of all Metro Rail Division Delegates on Tuesday 18 June, Delegates voted unanimously in favour of a ballot for union members to engage in protected industrial action.

With management at odds with the bargaining team on many key claims, Delegates are frustrated by Metro's posturing and want to see progress towards a new agreement.

Members have made it very clear that their priority is to retain current conditions and achieve a wage increase that recognises cost of living and value of their labour contribution. Taking PIA will be the RTBU's last resort, however if a fair deal does not look like being reached in a timely manner, then we will proceed.

The proposed protected industrial action will potentially cover the full gamut of Metro's frontline services, including:

- 4 hour, 24 hour and 48 hour work stoppage
- Refusal to check metropolitan train tickets
- Uniform ban
- Refusal to make some announcements
- Refusal to alter timetabled services
- Ban on all overtime

Operational safety and a refusal to take shortcuts that help Metro accrue lucrative bonus payments will be key actions that we are pursuing in order to get a fair outcome.

Metro have continued to pocket generous profits for shareholders since winning the new franchise contract (MR4). In this EA, we are asking for reasonable working conditions and a fair wage increase.

We will continue to negotiate in pursuit of a resolution that is acceptable to members, but at this point in time it has been made very clear to the bargaining team that Metro have a way to go if they are interested in finding a resolution.

As part of the Protected Industrial Action Ballot, members covered by the Metro Rail Operations Enterprise Agreement will get a vote on whether

they want to take industrial action.

With the potential of Industrial Action looming, it is important that all members of Metro Trains covered by the Rail Operations EA are financial and up to date with their membership fees. I must stress that if you are not a financial member of the RTBU, you cannot take part in any legal industrial action. If you are unsure whether you are financial, I urge you to call the RTBU on 8630 9100.

Organisers and union officials will be conducting workplace meetings across the network to further update members over the coming weeks.

In the meantime, your bargaining team will continue to negotiate in good faith with the company in an effort to reach a fair agreement.

If you have any queries or questions about the EA, please contact your Organiser or the Union Office on 8630 9100.

**Luba Grigorovitch**  
- State Secretary





**Darren Galea**  
Organiser

## V/LINE ENTERPRISE AGREEMENT

We have been receiving many questions and phone calls regarding the progress of the V/Line Enterprise Agreements that have now expired. Unfortunately, at this stage there is no progress to report on.

The RTBU has been advised that the V/Line Enterprise Agreements are now classified as “major agreements”, meaning before the Log of Claims (LOC) can be communicated with the RTBU and negotiations therefore begin, the Premier Daniel Andrews, the Treasurer Tim Pallas and the Minister for Public Transport Melissa Horne all need to approve it.

The RTBU has written to the Government a number of times dating back to January this year to request that bargaining commences as a matter of urgency, however it is clear that the

Victorian Government are in no rush to finalise these EAs as we are yet to hear back from them.

In our recent letter from Branch Secretary Luba Grigorovitch to the Premier, Treasurer and Minister, we have requested clarification as to why the V/Line EAs have been classified as “major agreements” and what exactly that means going forward.

We will continue to put pressure on V/Line and the Government in the hopes of beginning bargaining as soon as possible.

We will continue to update members as this progresses, however if you have any questions in the meantime, please don't hesitate to contact me or the Union Office on 8630 9100.



**Joe Dennis**  
Organiser

## VICTRACK NORTH DYNON

Members at VicTrack who are based at North Dynon recently raised an issue of not being paid a meal allowance for working less than 2 hours overtime.

Members were informed that they were not entitled to the allowance as they would have to work over 2 hours overtime in order to be eligible. As members shifts were now 10 hours, 8 hours rostered and 2 overtime they also believed this to be the case, but upon further investigation by members and the RTBU it was found that since a recent roster change in February 2019 members were in fact working 7.36 hours a shift.

As a result of the change members were entitled to the allowance. The RTBU contacted VicTrack and an internal audit was conducted.

I am pleased to report the members will be back paid their allowances back to when the rosters were introduced. A great result for members at North Dynon.



**Bryan Evans**  
Organiser

## METRO ROLLING STOCK ROSTER UPDATE



Organiser Bryan Evans with members at Craigieburn Depot

Metro Trains Melbourne (MTM) want roster changes, that much is clear. Initially MTM approached the unions and members citing that “ONSRR made us do it”. Apparently, there was a fatigue issue somewhere in the darkest dangerous depths of the 27 odd rosters that are currently utilised throughout the network which was identified in a 2016 report. They hastily engaged a fatigue specialist and got to work designing rosters that set about attempting to resolve this issue.

MTM formed a central rostering committee in the hope of establishing a common roster across all depots, where I presume the thought process was, the best way to get a new roster through is to get 40 angry members in a room, and spend upward of 16hrs explaining to them that changing rosters was in their best interests. That losing 10 to 15k a year (approx) on MTMs proposed roster would be best for their shakra's and would ultimately put MTM in a place where it could Feng Shui the crap out of their depots leading to a happier, healthier and cheerful workforce.

Apparently the response that management received, wasn't the one they were expecting, funnily enough the before mentioned members didn't take kindly to a proposed pay cut, which was exacerbated by the fact that MTM couldn't produce any real evidence that there was in fact a fatigue issue at all. What was brought to light however, was that, rather than ONSRR taking issues with rosters directly, they had issues with the way MTM managed its fatigue, and subsequent fatigue management plan. Some may say that the disparity of “facts” is relatively suspicious.

Suddenly other reasons for roster changes were presented by MTM, such as fleet cascade, training, Comeng retirement, timetable changes, etc etc. All of which sound seemingly plausible at least at first glance. Perhaps even more so, if MTM didn't identify that ripping the guts out of schedule D and allowing the company to change rosters with 28 days' notice was front and centre of their Log of Claims during the concurrent EBA negotiations.

So, where are we now?

Well thankfully management have concluded that perhaps taking rosters to local depots and establishing local rostering committees is a good way forward. Rosters are after all local issues, changes have different effects on different members, some are financial, but many are lifestyle based, people have different responsibilities, family arrangements, commitments and consequentially availability. All these factors need to be taken into consideration and recognised and dealt with as part of this process. The union cannot stop MTM proposing a roster change, we have schedule D to deal with that, but we will do our utmost to protect our members interests during this process.

If you have any questions regarding your roster, feel free to give me a call on 0457 006 739.



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Secretary: Steven Kozmevski

**Rail Operations Division**  
Organiser: Darren Galea

**Workshops Division**  
Secretary: Paul Jumpertz

**Infrastructure, Workshops & Labour Hire**  
Organiser: Bryan Evans

**Industrial Officer**  
Vik Sharma



# DELEGATES MEETING DATES – JULY 2019

- **3 July:** Metro NSS / CCTV – 1100 – 1200hrs
- **5 July:** V/Line Western (Ballarat) – 1100-1200hrs
- **10 July:** Metro Caulfield – 1100 – 1200hrs
- **12 July:** Probe (PTV Call Centre) – 1000 - 1200hrs
- **15 July:** North Melbourne AOs – A & D Delegates – 1000 - 1100hrs
- **15 July:** TPH AOs – A & D Delegates – 1200 – 1300hrs
- **17 July:** Wilson Security – 1300hrs – 1400hrs
- **17 July:** MMAOs – A & C Delegates – 1100 – 1200hrs
- **17 July:** Metro Northern / Clifton Hill – Clifton – 1100 – 1200hrs
- **18 July:** V/Line Southern Cross – 1000 – 1100hrs
- **19 July:** V/Line Northern (Bendigo) – 1100 – 1200hrs
- **24 July:** Malvern AOs – B & C Delegates – 1000 – 1100hrs
- **24 July:** Hawthorn AOs – B & C Delegates – 1200 – 1300hrs
- **25 July:** Metro Burnley – 1100 - 1200hrs
- **25 July:** Metrol, Timetables, Rosters & Signallers – 1000 - 1200hrs
- **26 July:** V/Line South West (Geelong) – 1000 - 1100hrs
- **30 July:** TfV (Transport for Victoria) – 1400 - 1500hrs
- **31 July:** V/Line Shunters – Southern Cross – 1100 - 1200hrs

## METRO RAIL OPERATIONS EA ROADSHOW

RTBU meetings to update members on the progress of the Metro Rail Operations Enterprise Agreement (EA) Negotiations will be occurring at Metro Stations on the following times and days. Further meetings at remaining locations will be communicated in due course.

| DATE              | LOCATION          | TIME    |
|-------------------|-------------------|---------|
| THURSDAY 4 JULY   | Broadmeadows      | 9:30am  |
|                   | Craigieburn       | 11:00am |
|                   | Caulfield         | 3:00pm  |
| FRIDAY 5 JULY     | Flinders Street   | 6:00am  |
|                   | Richmond          | 11:00am |
|                   | North Melbourne   | 11:00am |
|                   | Flinders Street   | 1:30pm  |
|                   | Flinders Street   | 3:00pm  |
| TUESDAY 9 JULY    | Melbourne Central | 10:00am |
|                   | Parliament        | 11:00am |
|                   | Flagstaff         | 12:00pm |
| THURSDAY 10 JULY  | Frankston         | 10:30am |
|                   | Southern Cross    | 11:00am |
| MONDAY 11 JULY    | Newport           | 10:00am |
|                   | Footscray         | 11:45am |
|                   | Werribee          | 3:00pm  |
| TUESDAY 12 JULY   | Watergardens      | 10:00am |
|                   | Dandenong         | 11:00am |
|                   | Sunshine          | 12:00pm |
|                   | Pakenham          | 1:00pm  |
|                   | Cranbourne        | 3:00pm  |
| WEDNESDAY 13 JULY | Clifton Hill      | 10:00am |
| THURSDAY 14 JULY  | Mernda            | 10:00am |
|                   | Box Hill          | 11:00am |
| FRIDAY 15 JULY    | Glen Waverley     | 11:00am |