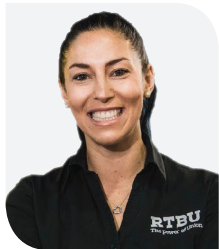


# RTBU EXPRESS

The Official Newsletter of the Rail Divisions of the RTBU Victorian Branch  
**VOL 6 | Issue 18 | 13 November 2019**



**Luba Grigorovitch**  
State Secretary

## PROTECTED INDUSTRIAL ACTION BALLOT APPROVED FOR V/LINE OPERATIONS EA

As Members from V/Line would be aware, the RTBU has officially lodged a Protected Action Ballot order (PABO) in relation to bargaining for a new agreement to cover Members in V/Line Rail Operations.

This is the beginning of a process which will involve a vote from our Members, about whether we should take Protected Industrial Action (Industrial Action).

The RTBU believes Industrial Action is necessary for many reasons which are outlined below.

Despite requests by the RTBU to commence negotiations in January, bargaining between the RTBU and V/Line only commenced in July. We seek to retain or improve on the hard-won conditions in the current agreement, as well as fighting for a fair and reasonable pay rise for our Members.

We have put forward a number of claims, many of which would cost V/Line little or nothing, however, V/Line have dismissed them without much explanation. Some of these are;

- Amendments to the Supplementary Labour Hire clause
  - The RTBU is seeking a stronger clause in relation to the use of supplementary labour hire to ensure supplementary labour is not used at the expense of our Members.
- Notice on permanent changes to the master roster
  - The RTBU is seeking 28 days' notice before a permanent change to the master roster.
- Meal allowance parity for all grades
- Requirement to fix mistakes in wages
  - The RTBU is seeking a commitment in the EA that V/Line will fix any mistakes in wages within 48 hours.

Combined with this, V/Line has put up a claim, amongst others, to cut conditions from the current counselling and disciplinary procedure. V/Line's claim would remove the right to information in the event of a formal disciplinary. This means that if V/Line's claim were successful, a Member would have little information about an investigation into them, before they go into a meeting with management about it.

These are just some of the items currently of contention during negotiations. Bargaining is still ongoing and will continue to occur so that we can get the best possible outcome for Members.

The Protected Action Ballot order (PABO) has officially been approved and ballots have been sent out by the Australian Electoral Commission (AEC).

I encourage all V/Line Operations Members to vote yes to ALL proposed actions on the ballot paper.

Ballots must be received by the AEC by 2 December at 10am. It is crucial that you fill out your ballot paper and post it back to the AEC ASAP.

We must send V/Line a strong message that our Members are not willing to give up our hard-won conditions.

It is now more important than ever to stand united and ensure that everyone in your workplace is a financial RTBU Member. We are stronger together!

**Luba Grigorovitch**  
- State Secretary

**V/Line Operations employees**  
Stand together against attacks on  
your conditions!

**VOTE 'YES'**



**FOR PROTECTED INDUSTRIAL ACTION**

## RTBU ANNUAL DELEGATE CONFERENCE

Are you a Delegate, Women's Advocate or HSR?

Have you RSVP'd to the Annual RTBU Delegate Conference yet?

**The Annual RTBU Delegate conference is happening on Friday 22 November 2019 from 9am – 4pm at the Victorian Trades Hall Council.**

If you are yet to RSVP, or you need to arrange release, contact your Organiser or the RTBU Office at [rtbu@rtbuvic.com.au](mailto:rtbu@rtbuvic.com.au)



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**Bryan Evans**

Organiser

## RTBU ROLLING STOCK MASS MEETING ENDORSES NEW ENTERPRISE AGREEMENT

After months of bargaining a deal has finally been reached that covers off on many of the major issues affecting RTBU members in Metro Rollingstock over the course of the last few years. It has been no secret that Rolling Stock maintenance is going through a critical time and the decisions made (or not made as it may be) will have a long-lasting impact on our industry and as such our membership. The RTBUs response to this has always been, and always will be, "it is better for union members to dictate a change, then do nothing and have a change jammed down our throats" as distasteful as change may be.

The industry is currently facing many challenges, new technology is requiring new skill sets, Comeng is being retired and replaced with a modern fleet, we are facing depot closures, an aging workforce and a Competency based system enshrined in the EA which can be used against the most vulnerable rolling stock members

New technology means a new set of required skills. Rollingstock all over the industry has lost the ability to undertake many functions that it used to undertake on a regular basis, technology in the fleets are changing requiring different skill sets.

Working to competencies – The Railways have always operated on a task-based structure, delineating work by way of trade and classification and being paid accordingly, despite rollingstock moving to the C Structure many years ago, a task-based culture is still instilled in our industry. To make matters worse, working to the full C Structure made some classifications, particularly, Car Builders, Train Examiners and Assistants vulnerable with other trades deemed competent under the C Structure to undertake their work. Rightly or Wrongly, the C Structure is incorporated into our agreements and its full implementation has only been prevented by the union in the past.

Comeng Retirement – over the next decade the Comeng fleet will be retired and to quote MTM would see a reduced headcount of approximately 170 jobs. This may be mitigated by the state government ordering the New Xtrapolis 2.0 from Alstom in Ballarat, but this commitment is yet to be made

What is the deal?



- 14% over 4 years paid in 6 monthly increments
- A New all purpose allowance of \$1.69ph
- A new Suburban Train Examiner qualification for Non-Trades and Car Builders
- No Forced Redundancies for all Members
- A Comeng retirement Clause allowing members to retire during a period Elected by Metro and gain a redundancy equivalent.
- Tighter training requirements between STM 1 and 2
- Commitment to 12 Apprentices
- Fairer Disciplinary clause
- Roster Change mitigation

How do these items deal with the inherent issues?

14 % over 4 was achieved as an industry standard in the 2015 round of bargaining and was won again by MTM infrastructure members as the first completed agreement in the 2019 round, it has been negotiated in rolling stock as a baseline increase.

To add to that, all trades, (c10 and above) will receive a \$2.25 all hours worked allowance, this allowance was negotiated to accommodate our task based industry by paying trades to work down the C structure and by nature, under take more tasks members are already competent by virtue of the C structure to undertake.

The Suburban Train Examiner position was

negotiated on the basis of giving non artisans a new formal qualification to undertake a broader range of tasks within the C Structure, ensuring the positions longevity within the industry. As other trades are able to work down and undertake assistants work, those in otherwise vulnerable positions, will be given the scope and qualifications to undertake more work themselves. This position will be underpinned by a Certificate 2 in Engineering with units of competency that have been selected and agreed by all unions which are listed in the proposed agreement. Being a broader scoped position non artisans whom obtain this qualification will be paid an All-purpose allowance of \$2.75 come January 21.

In relation to no forced redundancies, it was made clear to Metro early in the bargaining process that there will be no agreement, let alone change without members having the Job Security in place to do so with confidence. This has been agreed and will apply to all employees covered by the agreement, with the scope of change and the Comeng retirement looming, this is more important than ever.

On Friday 25 October, a combined union delegates meeting of RTBU, ETU and AMWU unanimously endorsed the deal, which was then put to the membership of the RTBU at a mass meeting also receiving unanimous endorsement subject to drafting.

The agreement is now being drafted to reflect the terms and conditions negotiated and will be put to a formal vote in the coming weeks. As always, if you have any questions, please don't hesitate to get in contact with me on 0457 006 739.

### Contact us

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### State Secretary

Luba Grigorovitch

### Infrastructure Division

Secretary: Jon Saw

### Admin & Salaried Division

Organiser: Joe Dennis  
Secretary: Steven Kozmevski

### Rail Operations Division

Organiser: Darren Galea

### Workshops Division

Secretary: Paul Jumpertz

### Infrastructure, Workshops & Labour Hire

Organiser: Bryan Evans

### Industrial Officer

Alice Dunn

### Industrial Officer /

Organiser

Vik Sharma



@rtbuvic



/RTBUvic/







**Joe Dennis**

Organiser

## AROUND THE TRAPS

In the last few weeks I have been visiting several regions throughout Victoria. It will take some time to catch up with all Members, but I will continue to arrange meetings to see as many Members as possible.

In the last few weeks I have met with Members in Warragul, Bendigo, Ballarat, Traralgon, Sale, Geelong and Wangaratta. As well as the regional visits I have also met with Members in projects such as the Metro Tunnel (West Footscray and Jam Factory) as well as infrastructure Members at Progress Rail, Metro Workshops, Rolling Stock, Signals, Puffing Billy Railway and Metro and V/Line Safeworkers.

In these meetings I have spoken with Members and it is clear that we have a lot of work ahead of us in 2020. Several enterprise agreements (EAs) are due to expire and there are some that have expired and need to be negotiated in order to get our Members the conditions and security they deserve. In several workplaces we have also recruited Members and elected Delegates which is great to see.

If I have missed meeting your work group please don't hesitate to contact me on 0403 863 869 and I will arrange a meeting with you all.

I look forward to meeting you all and working with you all in the future.

Organiser Joe Dennis with members from Progress Rail.



### Are you receiving correspondence from us?

#### Your commitment is everything.

As Members would be aware, the RTBU is communicating with Members more than ever through text messages and emails. While we understand everyone has their own specific circumstances, rosters and personal commitments we want to keep in touch as best possible.

We appreciate your participation in campaign actions such as rallies and station stunts, your efforts make our union **STRONGER.**

#### Your input is valuable.

You can respond to text messages sent by the RTBU. If you have any queries or want to make your own contribution to any campaign, get in touch!

If you are not receiving text messages send an SMS to 0488 305 088 and include your full name and employer.

#### Are you getting the emails?

We have recently upgraded our email system to send you better, more engaging and valuable

emails. We're keen to get your feedback.

If you are not receiving emails from RTBU Victoria:

- Check your junk mail/promotions tab in your email, you might need to add rtbu@rtbuvic.com.au to your address book or mark it as 'important' to ensure you get every update.
- If you are not currently receiving emails, update your details by sending an email to rtbu@rtbuvic.com.au or an SMS to 0488 305 088



# VENEZUELA SOLIDARITY CAMPAIGN

The Venezuela Solidarity Campaign three-person fact finding mission to Venezuela in March this year confirmed that the profile being presented of that country is false.

Venezuela is a nation and people who have been trying to emerge from a crisis for decades, by working together to build a new economy and society. It is this that has brought confrontation with traditionally powerful interests associated with big landowners and oil.

■ In 2017 the United States imposed sanctions through Executive Order 13808, which prohibited the international financial system from engaging with Venezuela. Subsidiaries of the Venezuelan government owned oil company were stopped from repatriating dividends and earnings. Four additional decrees were signed by President Donald Trump, and they affected the nation's currency transactions, gold trade, and froze Venezuela's assets in the United States.

■ The impact of the sanctions has been widespread shortages of necessities for the population and caused more than 40,000 deaths, according to a report by the United Nations.

■ The blockade on food and medicines caused a loss of 10 billion cubic tons of food, or 20 percent of the total supply over the first two years. The economy lost \$23,238 billion and \$30 billion worth of assets were frozen. This has caused the economy to decline.

■ The blocking of medicines and transactions with the Venezuelan health sector has been the major cause of deaths.

■ The sanctions have recently been strengthened and there is a threat of a naval blockade to stop even more supplies from reaching Venezuela.

The people of Venezuela need your help!

They are after assistance in the form of donations of the following items (new or in good condition):

- Generators,
- Water pumps,
- Outboard motors,
- CB radios and radio receivers,
- Used or new computers, TVs, mobile phones and other related electronic equipment Etc
- Paper, books, stationary and other supplies suitable for children's education
- Water tanks and water carriers
- Farming and gardening equipment
- Work clothes

Donations will be collected at the RTBU Office, Level 2 365 Queen St Melbourne.

If you have any of the above that you would like to do so, please bring it to the RTBU Office by Monday 9 December.



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[movebank.com.au/join](https://movebank.com.au/join)

Railways Credit Union Limited trading as MOVE Bank ABN 91 087 651 090. AFSL/Australian credit licence 234 536. Terms & Conditions: Offer is valid until March 2020. The \$50 kick-start bonus will be paid into your nominated MOVE Bank account once a MOVE Bank consultant has verified the offer code. RTBU Members who join online will be contacted by a MOVE Bank consultant within 2 business days of joining, at which point they will verify the offer code. For establishment fees to be rebated, the loan application must be completed within 12 months of becoming a MOVE Bank member. Limited to one kick-start bonus, home loan, car loan and personal loan per member.

## Exclusive offers for RTBU members:



### \$50 kick-start bonus

Receive a \$50 kick-start bonus when you join us! Simply open an Everyday Saver Account online today.



### Up to \$450 discount off your loan

Take advantage of our low-rate home loans, car loans or personal loans within your first year of membership and we'll rebate the establishment fee!



### Claim your offer

To claim your exclusive offer, simply mention this code: **RTBU VIC**

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