

RTBU EXPRESS

The Official Newsletter of the Rail Divisions of the RTBU Victorian Branch
VOL 6 | Issue 05 | 08 April 2019



Luba Grigorovitch

State Secretary

NUMBERS DON'T LIE

Once again, the pitfalls of privatisation have been proven with MTR Corporation Limited's interim report for 2018 being revealed.

MTR Corporation who holds the majority share in Metro Trains Melbourne (MTM) are a Hong Kong based company contracted to operate transit systems in London, Stockholm, Beijing, Sydney and many more, including Melbourne.

MTM sitting under the umbrella of the multi-billion dollar MTR Corporation received another seven year contract (MR4) to operate Melbourne's Metropolitan train system in 2017.

The new contract was rolled over to Metro by the Victorian Government under the guise of stricter KPIs, harsher penalties for network maintenance and stricter standards for cancellations and late services. However, MTR's most recent company report revealed that since the contract has come into effect, Metro has received \$7.3 billion in bonuses, and only been charged a mere \$990,000 for not reaching their targets.

In the new \$6.2 billion seven year contract, Metro's targets for punctuality were raised from 88% to 92% and service delivery increased from 95% to 95.5%, however in the last 13 months since the contract was signed, Metro has continuously failed to adequately meet the tougher performance targets, with over 6,000 trains being cancelled and tens of thousands of services failing to arrive on time.

Metro time and time again take taxpayers for granted by creaming profits from our network and ignoring the needs of passengers and workers alike. Huge profits should be reinvested in the system as it desperately needs every cent available to ensure the network can meet the needs of future generations, not get shipped

offshore to line the pockets of overseas shareholders.

MTRs report boasts that in the first half of 2018, the groups revenue increased by 13.9% (\$4.7 million AUD) with a chunk of this being thanks to MTM Australia and the new franchise agreement.

While Metro claims to reinvest more than 97% of total revenue back into railway operations annually, the proof is in the pudding with the constant delays and cancellations on our network due to signal faults, track faults and many other issues that we know would not occur if the network was being maintained efficiently.

Perhaps it is time Metro looked at it's management structures before poking the stick at the workers who work tirelessly to keep the network running.

It is clear that privatisation has failed Victorian taxpayers and commuters alike. It is time that Public Transport is returned to public ownership to ensure that public interest and service reliability is front and centre.

Luba Grigorovitch

- State Secretary

**CHANGE
THE RULES
RALLY**



**CALLING ALL OFF-DUTY,
OFF-ROSTER RTBU MEMBERS
TO RALLY WITH US**

**WEDNESDAY
10 APRIL**

9:30AM RTBU OFFICE

**Change
THE
RULES**

**MEET AT THE RTBU
OFFICE AT 9:30AM**

**LEVEL 2 / 365
QUEEN STREET
MELBOURNE**

**CHANGE THE
RULES RALLY -
10 APRIL**

Join the RTBU and rally with us on
Wednesday 10 April 2019 to change the
rules!

The RTBU is calling on all off-duty
members to attend and support this
rally. Last time we shut down the streets
with over 100,000 people, so lets make
this one even bigger!

Activities for all ages including face
painting will be happening after the
rally, so bring your children and your
family and join us at the RTBU Office at
9:30am on Wednesday 10 April.

RTBU
The power of Union

Operations | Infrastructure | Workshops | Salaried
rtbuvic.com.au | (03) 8630 9100

Level 2, 365 Queen Street, Melbourne, VIC 3000 **E** rtbu@rtbuvic.com.au **F** 03 8630 9122





Alice Dunn

Industrial Officer

EA BARGAINING UPDATE

V/Line:

While bargaining has been slower to start in V/Line, we do expect slightly different but no less difficult challenges in that space. Rest assured, we are prepared.

The current hold up seems to be the State Government who V/Line informs us are not allowing them to hand over a log of claims.

No official meeting has taken place to date for the V/Line Operations Enterprise Agreement (EA), however we have locked in a date with management for May 1.

Delegate's will have received a notice in relation to a Delegate's V/Line EA meeting. This will be held on Thursday 18 April at 2.00pm at the RTBU. The purpose of this meeting is to go through the prepared log of claims and have final endorsement of this log by Delegates.

Our members have made their wishes of this bargaining round loud and clear. You have told us that you value the entitlements in your EA and you do not want to lose them.

Many of our members have provided input

into the log of claims to date as they feel that they are undervalued or that the day to day dangers they are in are not appreciated or fairly compensated for.

Thank you to those members from V/Line who have contacted the union to ensure your thoughts are heard and noted.

Metro:

As our members in Metro rail operations will be aware, bargaining is well and truly underway for the new EA.

I have been really struck by the portrayal Metro has put forward through their updates and the difference in the lived experience at the bargaining table. Rest assured, despite the rosy picture painted by Metro we have instead received significant push back in our claims.

Particularly perplexing was their resistance to our claim to extend to women's advocates the same rights as regular delegates. Fortunately, common sense has now prevailed and Metro has agreed to our claim in relation to women's advocates rights. However, Metro also put to us a vastly different position on

consultation to that stated in their Enterprise Bargaining update of 26 February 2019.

In fact, and entirely unsurprisingly, Metro have pretty much adopted a typical "positional" bargaining strategy. They've basically said "no" to most of our claims and put counter claims aimed at stripping entitlements which they justify in the name of "flexibility".

I do not want our members to be under any illusions based on management's cheerful updates. While you are working at the coal face to make the company millions of dollars, they are doing their best to improve their profit margins. If they can improve profit margins through bargaining, they will.

This is not to say that such an approach cannot be achieved while preserving, or even improving our members interests. However, we absolutely need to be vigilant in protecting our members interests because many of Metro's claims would see your hard-won entitlements gone.

RTBU BACKPACKS HAVE ARRIVED

Available for pick up at the RTBU Head Office or delivery at standard parcel post rates.

\$55



Contact us

rtbuvic.com.au
(03) 8630 9100

Level 2, 365 Queen Street,
Melbourne, VIC 3000

E rtbu@rtbuvic.com.au
F 03 8630 9122

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

**Rail Operations /
Administration**
Organiser: Joe Maisano





Bryan Evans

Organiser

METRO ROLLING STOCK

Over the last few months Metro Trains Melbourne (MTM) have ramped up their rhetoric on fatigue and the need to change rosters. They have held information sessions with members, consultation meetings (the RTBU was unavailable that day) and even tried to set up committees in order to quell this so-called imminent risk to health and safety. These are the same rosters that MTM wanted so desperately back in 2012 that may or may not have accidentally been under costed. Is it because MTM are trying to save money?

Before I get accused of being a conspiracy theorist claiming the moon landings aren't real, and the RTBU are turning a blind eye to safety, here is a list of Frequently Asked Questions from members:

Rolling stock has a roster change process in schedule D, why don't MTM just use that?

Good question, Schedule D exists specifically for the purpose of altering rosters, it even specifies that fatigue must be factored in to any roster outcome. My best guess is that MTM know too well that the changes they intend to propose won't be voted up by union members through that process due to a reduction in pay.

Doesn't the RTBU care about fatigue?

Of course the RTBU cares about fatigue! The health and safety of our members is paramount. The reality is however, that MTM have the tools available to them **right now** to manage fatigue better if they feel there is an "imminent risk".

Surely if MTM believed that there were sections of the roster that proposed a significant risk they would simply send people home with pay for the hours affected. Why don't they? Well either these sections of the roster don't exist, or they don't want to be financially worse off. Either way as stated earlier schedule D specifically takes fatigue into consideration during any such change, so why don't MTM put a proposal on the table?



Why are they doing it during Enterprise Agreement (EA) negotiations?

There are lots of reasons why the company may do it now, potentially there is a fatigue issue, or maybe going through a "fatigue emergency" during an EBA provides the mother of all distractions. Members should be focusing on skills and job security this EBA not a divisive battle over rostering.

If this is a genuine fatigue issue, why is modifying schedule D on Metro's log of claims?

MTM have identified that they wish to change schedule D to create a more "flexible" process to cater for, among other things, fatigue management. This would enable MTM to make changes with less red tape (red tape being defined as seeking agreement from the

members). So to translate, MTM want to change your rosters as easily as possible, with as little input from you as possible.

We recommend RTBU members do not partake or volunteer for any established fatigue committees set up to undermine the existing process.

The reality is, we may, or we may not have a genuine fatigue issue to deal with. The RTBU's message is simple, if MTM want to change rosters, there is an AGREED process. Cut to the chase, consult, put your cards on the table, propose your changes and members will decide.

If members have any further questions about this, please feel free to give me a call on 0457 006 739.





Darren Galea
Organiser

AUTHORISED OFFICERS NIGHT NETWORK ROSTERS



After many consultation meetings and working parties that have been developed over several years, all Authorised Officer (AO) Delegates and Health & Safety Representatives (HSRs) were invited to attend a Night Network roster meeting all together on Friday 29 March 2019.

It was great to see such a high number of AOs show up for the meeting to discuss the rosters that have been ongoing for some time. The RTBU appreciates and understands that any change to rosters affects our members' personal lives which is why there has been a working party from the beginning to ensure that this is done correctly.

We also understand that while new rosters can be a positive change for the majority, we are never able to get 100% of the membership to be happy with it. Every single person has a different personal situation and we will continue to work towards the best possible outcome and roster for everyone.

For those of you that don't know, when Night Network was implemented in 2015, every area of rail got extra staff to accommodate for Night Network running, however the AOs received none. This has been a continuous issue since then because AOs are expected to patrol during Night Network however they never received

additional staff to allow for this.

Fatigue has been at an all-time high for the last few years because of this, which is why the working party has been making every effort to create a roster that best accommodates all members and therefore better manage the fatigue.

The working party will continue developing the rosters and will update the affected members in due course as this progresses. If any members have any questions, please feel free to call me on 0407 512 494.

ANNUAL FRANK HYETT AWARD

This year, on the Centenary of Frank Hyett's death, the RTBU is introducing an annual award in honour of Frank Hyett and to celebrate his contribution to not only the Australian Railways Union, but the entire Union movement.

Frank Hyett was the father of our Industry wide union. It was his work that saw a move away from smaller craft or trade based unions to the formation of a state-wide railways union, The Victorian Railways Union. He went on to lay the foundation for a federated Rail Union bringing unity across the industry throughout the Commonwealth of Australia.

The Frank Hyett award will be awarded annually to one recipient who has made an outstanding and meritorious contribution to our collective. An RTBU member who has time and time again shown their dedication to the Union through hard work, persistence, comradery and leadership.

We have a set of criteria for the award whereby a member can nominate a member, or another person who has made a contribution to our Union which fits the criteria. Self-nominations will not be accepted.

Life Membership remains the highest honour for our Branch of course, but this award recognises outstanding leadership, comradery, Union values, etc.

Nominations will be accepted via email to rtbu@rtbuvic.com.au or posted to the RTBU, Level 2 365 Queen Street, Melbourne 3000 and addressed to the Branch Secretary Luba Grigorovitch.

Nominations must be received via email or post no later than 5pm on Thursday 18 April 2019.