

RTBU EXPRESS

The Official Newsletter of the Rail Divisions of the RTBU Victorian Branch
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V/LINE EA FINALLY ON THE MOVE



**Luba
Grigorovitch**

State Secretary

In record speed the State Government intervened in negotiations as soon as a Protected Action Ballot (PABO) was lodged.

Consequently Industrial Relations Victoria (IRV) and the acting, acting CEO of V/Line sat around the table in an effort to reach an outcome which would be fair for members.

I am pleased to announce that after hours of negotiations involving myself, Organisers from the Rail Division's and Locomotive Division, IRV and V/Line, we were able to reach an agreement around the main outstanding issues.

There are still a few more meetings planned to decide the wording on a number of common clauses, however the bones of the EA are now in place.

Consequently Divisional Locomotive Secretary Marc Marotta and I signed an MOU (memorandum of understanding) which is an in-principle agreement that locks in some key matters that both parties have agreed to.

Key items that have been agreed are:

- A 14% wage increase over 4 years, and a 3% lump sum payment for Special Projects, to be paid in the following manner:
 - 5% Good Faith Payment (made up of a 2% project facilitations, upfront payment and a 3% incentive payment, both calculated from annual base rate 30 June 2016 current rate of pay and will apply to all employees covered by the EA at the date we reach agreement).
 - Pay rise commencing on the first full pay period on or after:
 - 4.5% pay increase on 1 July 2016
 - 1.5% pay increase on 1 January 2017
 - 2.0% pay increase on 1 July 2017, 1% lump sum for special projects calculated from annual base rate at 1 July 2017
- Dispute Settlement Procedure – allows the disputes to arise relating to workplace practices, not just relating to the EA.
- Public Holiday payments for shift workers and drivers.
- Signallers EDO's – Signallers EDO's have been returned.
- Trauma Leave for non Drivers – up to 5 days paid leave for anyone who witnesses a traumatic incident involving a rail vehicle.
- Driver recruitment – Specific changes have been negotiated to ensure current Drivers from out of V/Line are afforded a better opportunity for recruitment.

- Overtime rate for Drivers for Off Roster days and any time worked over 8 hours.
- Agreed Supplementary Labour clause which will affect the entire workforce and ensure job security.

I spoke at the last Rail Operations Delegates meeting and also at a mass meeting at Southern Cross station about the importance of winning some of the above claims. I am proud that we have been able to achieve such an attractive outcome for members.

Negotiations are still ongoing and a Delegates meeting is yet to be held to ratify the signing of the MOU, however one is scheduled for this Thursday 2 June at 11am.

Following that meeting, Jamie Porter, Darren Galea and I will do a circuit of all depots to update members of any outcomes decided at the Delegates meeting.

I appreciate this EA has been a long time in the making, and again I apologise for the delay. We are almost at the finish line and I look forward to discussing in detail with members exactly what is in the final offer when it is complete.

Members with any queries or questions should contact your relevant Organiser or Delegate.

We are a loud and proud Union and we are only able to continue getting great results because of the unity of our members. United we stand - Divided we fall.

Luba Grigorovitch
- State Secretary



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METRO INFRASTRUCTURE EA UPDATE



BRYAN EVANS

Organiser

The joint industrial action targeting level crossing removals rocked Metro and the Government.

It played out well for the members in the infrastructure grade and allowed us an opportunity to get the best deal possible for members.

Last Thursday Branch Secretary Luba Grigorovitch and I held an Infrastructure Delegates meeting which led to very robust discussion. At the meeting it was discussed whether or not we should take protected industrial action, or sign off on the proposed MOU which was a reflection of what was agreed to at negotiations between the Unions and Metro.

After a vigorous conversation the Delegates voted in favour for the RTBU to sign off on the MOU.

The MOU delivers the following conditions without trade off:

- 14% over 4 years.
- 3% once off payment to those who adopt new rosters.
- Infrastructure Works, Electrical Works, Testing and Senior Testing Allowances to be increased by \$1.01 per hour and the infrastructure allowance be made ALL PURPOSE.
- All overtime to be paid as double time.
- Roster trial conditions to be written into agreement upon permanent adoption of the roster.

The signing of the MOU locks away key conditions that have been the focus of the Union's bargaining to date.

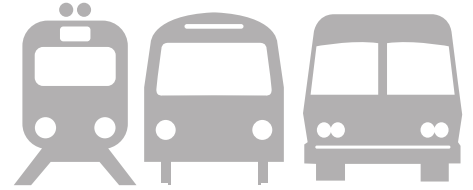
In light of this, all Union's withdrew the protected industrial action which was planned for last weekend.

Despite this positive step in negotiations, the enterprise agreement has not yet been finalised and the prospect of industrial

action remains a live threat which will no doubt be taken if required. RTBU members will not be pushed around.

Members standing strong have forced the company to cease their attacks, and recognise our claims.

Meetings will be held across infrastructure over the coming week as there is more to report from ongoing negotiations.



AUTHORISED OFFICER UPDATE



Darren Galea

Organiser

The State Government announced yesterday, that as of 1 January 2017, on the spot penalty fares will be scrapped.

Further, after countless hours of lobbying the State Government, past and present, for consistency in AO training, the RTBU is pleased to announce that proposed methods that consolidate all separate AO operator training will be coming into effect.

This means that AO's, will have consistent training from the same trainers, at the same level, regardless of which operator you work for, ensuring consistency and enforcement throughout the system.

The training will focus on the customer experience, de-escalation and discretion. I will be part of this group and I will keep you informed as things progress.

The RTBU has been informed that PTV and the Department are going to establish a working group to start scoping the project and set business requirements prior to determining the actual solution and timeframe for delivery. We have requested to be part of this working group.

The RTBU has also been told that Smartphones will be issued to all AO's; however what these look like and when they will be available is yet to be confirmed.

It will be important to first work through what the new infringements process looks like from 1 January 2017 around the warnings process / discretion etc to ensure whatever smart phone solution is offered is able to support these new business rules.

As always, if you have any queries or questions please feel free to call me on **0407 512 494**.

VICTRACK EA NEGOTIATIONS UPDATE



JAMIE PORTER

Organiser

Several bargaining meetings have been held during May, with VicTrack recently proposing the basis of an offer

for a new VicTrack Enterprise Agreement.

The RTBU is currently reviewing the offer and a Delegates meeting will be held before anything is agreed.

The offer includes a total of 12% salary increase over the period of a 4-year Agreement. It includes a Service Delivery Partnership Plan committing to implementation of several productivity initiatives over the life of the Agreement.

The offer also provides for increases to specific allowances, in line with the wage adjustments.

It is important to note that while an offer has been made, this has not been agreed. The RTBU and VicTrack will continue to negotiate in good faith to resolve any matters not agreed.

Classification Structure Proposal –

VicTrack, the Unions, and a working party has been developing a proposal for a new classification and evaluation process to be included into this Enterprise Agreement.

The new classification structure will have a variety of benefits such as:

- Greater transparency of both the classification structure and the methodology for classifying jobs.
- More consistent evaluation of positions across VicTrack departments.
- Employees will have a visible career path through the Job Families.
- A recognition of differences in roles across VicTrack through Job Families.

- Employees will be able to initiate a job evaluation review, when there is a significant change to their job requirements.
- A tangible recognition of good performance for all employees.
- A transparent process for consistent classification outcomes and for setting remuneration in future.

Employee information sessions will be held this week to go over the proposal to ensure all staff completely understand the potential new classification structure. These will be held at 1010 La Trobe St office.

The next EA negotiation meeting is scheduled for Thursday 2 June 2016.

For more information, please contact me on **0403 863 869**.

REMEMBERING GRAEME DOWN

October 3rd 1954 – May 21st 2016

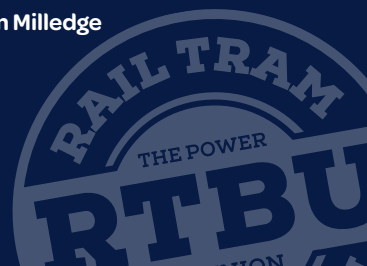
The RTBU was deeply saddened to learn the passing of Graeme Down on 21 May 2016.

Graeme started his career in the rails in 1979 in and around the workshops of North Melbourne. Not long after, he left there to work with the North Melbourne Track Gang. It was here after time that he became a patrolman and high rail operator. Graeme patrolled the standard gauge network from Craigieburn to Werribee and the docks for many years.

Prior to Graeme's retirement in late 2014, he had worked with Downer Infrastructure and ARTC. (Australian Rail Track Corporation).

On Behalf of the RTBU, I pass on our sincere condolences to Graeme's family and friends.

- Norm Milledge



LONG SLEEVE TOPS



\$20

\$20

\$60
MENS

\$30
KIDS
HOODIE

\$50
WOMENS

\$50
POLO

AGES
2 - 4

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Infrastructure Division
Secretary: Jon Saw

Admin & Salaried Division
Secretary: Steven Kozmevski

Rail Operations Division
Organiser: Darren Galea

Admin & Salaried Division
Organiser: Jamie Porter

Workshops Division
Secretary: Paul Jumpertz

Industrial Officer
Rima Tawil

Infrastructure, Workshops & Labour Hire
Organiser: Bryan Evans

