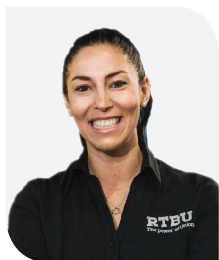


RTBU EXPRESS



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Luba Grigorovitch

State Secretary

BULLYING AND HARASSMENT IN THE WORKPLACE IS NEVER OK

Bullying and harassment must never be tolerated under any circumstance.

It comes in many forms, shapes and sizes, and can have an unimaginable effect on the victim.

Workplace bullying and harassment is any form of harmful, threatening or negative behaviour by a person, or group of people in your workplace that creates a risk to your health and safety and general wellbeing. People often think that this doesn't happen in 'my workplace', however more often than not it is occurring, and we are simply not aware of it.

Some of the types of workplace bullying and harassment include:

- Repeated hurtful remarks or attacks, or making fun of your work or you as a person (including your family, sex, sexuality, gender identity, race or culture, education or economic background)
- Sexual harassment, particularly stuff like unwelcome touching and sexually explicit comments and requests that make you uncomfortable
- Excluding you or stopping you from working with people or taking part in activities that relates to your work

- Playing mind games, ganging up on you, or other types of psychological harassment
- Intimidation (making you feel less important and undervalued)
- Giving you pointless tasks that have nothing to do with your job
- Giving you impossible jobs that can't be done in the given time or with the resources provided
- Deliberately changing your work hours or schedule to make it difficult for you
- Deliberately holding back information you need for getting your work done properly
- Pushing, shoving, tripping, grabbing you in the workplace
- Attacking or threatening with equipment, knives, guns, clubs or any other type of object that can be turned into a weapon
- Initiation or hazing - where you are made to do humiliating or inappropriate things in order to be accepted as part of the team

Bullying and harassment doesn't necessarily come from management, it could be your

co-worker, or even someone that you classified as a friend.

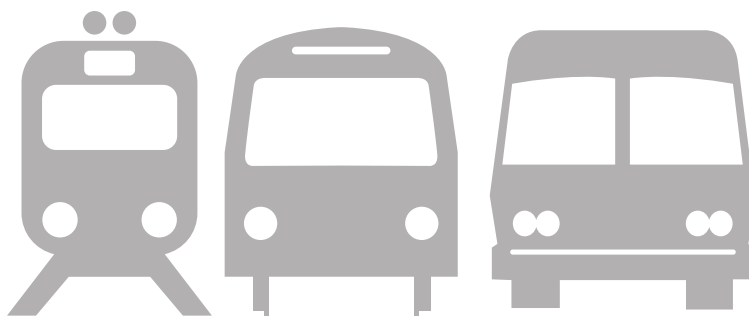
It is not okay to be bullied or harassed in your workplace by ANYONE. If you are experiencing bullying or harassment in your workplace, document this behaviour and contact the union ASAP.

It is important to keep a diary or record of this behaviour and when it occurs. This will come in handy when it comes to making a complaint, or taking action.

Remember, you are the union and we are here to assist you. If you are unsure of something at work or feel something isn't right - speak up! Call your Organiser or the Union office on 8630 9100.

**** Some of the information in this article has been taken from the Australian Human Rights Commission Workplace Bullying: Violence, Harassment and Bullying Fact Sheet**

Luba Grigorovitch
- State Secretary





Darren Galea

Organiser

PROPOSED CHANGES IN METROL AND SIGNALLING

MEDICALS

Recently, it has been brought to the RTBU's attention that Metro are attempting to change the category of medicals that both Metrol and Signalling departments take part in. Metrol Train Controllers, PIDS, Fleet and Signallers are all required to conduct a certain category of medical to perform their role.

Each medical is categorised based on how safety critical a role is. Currently these grades conduct category two medicals.

Based on the recommended national standards, these grades of workers are all accurately placed in a category two medical, however Metro is still looking to change this. With the assistance of Metrol Sub-Section Secretary and Delegate Diego Esqueria and other RTBU Delegates, the RTBU has advised Metro of its opposition to unnecessary change as the

working group has articulated the reasoning to retain the current national standard. While the RTBU is happy to discuss with Metro, the RTBU and members believe that the current category two medical is sufficient for them to perform their role.

The RTBU is currently in discussions with Metro with regular working party meetings involving management, RTBU Delegates, HSRs and members ongoing.

ROSTERS

Rosters for the Metrol and Signalling departments have for some time been inadequate due to short staffing, fatigue and many other issues.

The RTBU has brought to Metro's attention that there are a number of issues with the rosters. We have raised this at numerous monthly

delegate meetings and many other occasions, however it is only in the last month that Metro have finally begun to consult with us about this.

We have had Delegates and HSR representatives from all the designated work groups across Metrol involved in a working party looking to bring the rosters up to scratch.

As per the Metro Trains Melbourne Rail Operations Enterprise Agreement 2015-2019, Metro are obliged to consult with the RTBU on any major changes to the employees working conditions.

For these proposed two changes, the RTBU has applied pressure on Metro to consult with the RTBU before any change is implemented. The RTBU will update the affected members in due course.

HSR REFRESHER TRAINING

Are you a HSR? If so, have you done your refresher training this year?

Under the Occupational Health and Safety Act, you have the right to attend a refresher course at least once in each year.

The RTBU will be running two OHS Refresher courses in August, one on Wednesday 1 August and one on Friday 3 August.

If you would like to enrol to attend the training on one of the above days, please call or email Hannah Scott at hannah.scott@rtbuvic.com.au or 0448 569 178.



PAUL PRETLOVE - V/LINE WARRNAMBOOL STATION

The RTBU would like to thank Paul Pretlove for his 45 years of membership with the RTBU. We wish you all the best in your retirement Paul.

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