

RTBU EXPRESS

The Official Newsletter of the Rail Divisions of the RTBU Victorian Branch
VOL 4 | Issue 17 | 22 November 2017



Luba Grigorovitch
State Secretary

DELEGATES CONFERENCE WRAP UP

This year, the annual RTBU Delegates conference was held on Thursday 26 October. Following from the success of previous years, the conference was cross-divisional with attendees from every division of the RTBU and it was great to see involvement from members from all three divisions.

This year's theme was 'Supporting our members' with the key focus being on how the RTBU can better support the members they represent. With the key focus being on supporting our members, we wanted to empower our Delegates and give them the confidence to get out there and represent members, stand up for colleagues and bring issues to a head with the help of their fellow members.

Throughout the day, and at the divisional workshops, there were many good ideas on how the RTBU can better ourselves to help support members. Many of these initiatives will be explored in due course and I plan on implementing as many of these ideas as possible over the coming months/year.

I would like to take this opportunity to thank every Delegate who not only continues to work tirelessly for the interest of the membership, but also for taking the time to attend the conference and participate in both discussion and debate. Some Delegates attended on their own time, and I thank each and every one of you for taking that time out of your day to attend.

The day was extremely informative, with guest speakers including Mark Diamond RTBU National Lawyer who spoke about some of the challenges that the RTBU faces on : National level, including bargaining for national agreements and collective disputes. John

Berger, Transport Workers Union Victorian Branch Secretary who spoke about solidarity between Unions, the importance of being united in the fight and how he engages with his membership; Geoff Borenstein, the Practice Group Leader for the Industrial and Employment Law team at Slater and Gordon who spoke about the industrial landscape and the challenges we face when tackling industrial issues through a legal framework.

Last but not least, Chris Hughes from the ACTU Organising Centre lead an informative and empowering workshop for Delegates on how to utilize the tools that they have as Delegates, grown their skill set, and build rank and file strength in your workplaces to hold management accountable.

One other thing that was a valuable exercise from the day is the divisional workshops, where Delegates were split up into groups based on Division to workshop ideas of how to support our members better and growing the union. Some great ideas were raised through this time, and I look forward to developing some of them further.

Thank you to all the Delegates for attending the conference and making it such a productive day. The Delegates conference has become an annual event at the RTBU and it has gone from strength to strength. I look forward to building another strong agenda for the 2018 Delegates conference.

Luba Grigorovitch
- State Secretary





Cathy Birch

Organiser

OVERTIME AND VACANCIES

One of the key issues that I hear frequently from members is issues of poor rosters, understaffing and excessive overtime.

What most people don't realise though is that each company receives funding from the Victorian Government for the allotted ratio of staff. Therefore, for every vacancy that is left open for weeks, months and in some cases years, the employer is pocketing the extra money that they are supposed to be paying someone to perform the job.

Unlike in some other industries, in the Rail Industry mistakes have the potential to seriously injure, or even kill people. When these mistakes are investigated, fatigue is often found to be a significant contributing factor to it occurring.

In many companies, staff are expected to manage their own fatigue levels, but when employers expect staff to drive excessive distances to different sign on areas, when staff are rostered minimum time off between shifts, when staff work excessive overtime due to staff shortages, the employers are failing in their duty of care to address issues of fatigue and

to protect their workers from this contributing factor towards these mistakes.

When staff are working 12 shifts most fortnights there is no 'balance' in the work/life balance. People in relationships who work shifts are more likely to experience relationship problems and their relationships with their kids can suffer too.

The RTBU will fight to protect your rights and your conditions. We fight to have vacancies filled and staffing levels increased where inadequate numbers are the cause. We consult and negotiate improved rosters for our members. We can't do it without member input. You are the Union. Get involved.

Delegates Meeting Dates December 2017

- 1 Dec – V/Line North East – 1100 – 1200hrs
- 5 Dec – V/Line Southern Cross – 1100 – 1200hrs
- 5 Dec – Metro TPH AOs D & C Delegates – 1200 – 1300hrs
- 5 Dec – Metro Malvern AOs A & D Delegates – 1000 – 1100hrs
- 5 Dec – Metro Rollingstock – Craigieburn
- 5 Dec – Metro Rollingstock – Epping
- 6 Dec – V/Line Central – 1130 – 1230hrs
- 6 Dec – Metro Rollingstock – Newport
- 7 Dec – V/Line Shunters – Southern Cross – 1200 – 1300hrs
- 13 Dec – Metro Clifton Hill – 1100 – 1200hrs
- 14 Dec – Metrol, Timetables, Rosters, Signallers – 1000 – 1200hrs
- 15 Dec – V/Line Western – 1100 – 1200hrs
- 18 Dec – MMAOs A & C Delegates – 1100 – 1200hrs
- 19 Dec – V/Line Northern – 1100 – 1200hrs
- 20 Dec – Metro Northern – 1100 – 1200hrs

INTRODUCING ALICE



I started working with the RTBU a few weeks ago and am very pleased to be part of the team, having wanted to work in the union movement for many years.

Thus far I have found my new role to be fast paced, varied and interesting.

I have spent as much time as I can out with our organisers and have gained an appreciation for their ability to head off issues before they become a legal issue.

It is incredible the difference that a high density of membership makes. Due to the strength of the membership, organisers are often able to negotiate a positive outcome for members. This would not have been possible in my previous workplace.

Of course, now and then issues cannot be resolved at the worksite and already I have taken on responsibility for a growing list of issues including a dispute for the 3% facilitation payment that we will soon be lodging with the Fair Work Commission.

In my previous role I worked for the Fair Work Commission managing a project involving redrafting Awards in plain language.

I had also worked as a research analyst on the annual wage review and Award modernisation project.

I had been an active Delegate for the CPSU for many years and I have a keen appreciation for the work that Delegates do for their colleagues. I particularly admire the way Delegates take up the fight for members, I remember many a tough conversation with my previous managers on behalf of an individual or a group of members.

While research is my primary interest, I am also keen to meet members and Delegates as much as possible. Where ever I can I plan to be out with organisers and Delegates and I look forward to meeting you all in due course.

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State Secretary

Luba Grigorovitch

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Admin & Salaried Division

Secretary: Steven Kozmevski

Rail Operations Division

Organiser: Darren Galea

Admin & Salaried Division

Organiser: Cathy Birch

Workshops Division

Secretary: Paul Jumpertz

Infrastructure, Workshops & Labour Hire

Organiser: Bryan Evans

Industrial Officer

Alice Dunn

Rail Operations / Administration

Organiser: Joe Maisano

