

# RTBU EXPRESS

The Official Newsletter of the Rail Divisions of the RTBU Victorian Branch  
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## Letter from Secretary

### RESHUFFLING THE DECK CHAIRS AT V/LINE



**Luba  
Grigorovitch**

State Secretary

As the result of weeks of chaos following Christmas mostly affecting V/Line services, Public Transport Minister Jacinta Allan

announced last week that Theo Taifalos had tendered his immediate resignation as V/Line CEO. The truth behind his resignation will most likely never be fully told, but the facts surrounding V/Line's handling of this saga are already known well enough to our members.

Internal and parliamentary inquiries are now ongoing. The results of those inquiries will certainly make very interesting reading.

So what does all this political maneuvering mean for members in V/Line? Where exactly are the EA negotiations at? What impact will the interim CEO have on those discussions if any?

Both V/Line EAs expired at the end of June 2015, and their staff working hard at the



coalface and dealing with angry members of the public deserve answers. Treading water, waiting for the dust to settle is simply not good enough! I look forward to sitting down with the new CEO to discuss this issue as a matter of urgency.

**The time for the blame game is gone. V/Line and PTV have new acting CEO's and they both need to hit the ground running to not only solve the issues inside V/Line and get the trains running again, but to ensure those outstanding EAs are given priority.**

Members will be kept fully informed as we see progress. 2016 is certainly shaping up to be another big year for the RTBU. As always, the main priority for the RTBU is to continue to fight in the best interest of our members!

Luba Grigorovitch - State Secretary



WORKERS COMPENSATION 1800 555 777

The compensation meant  
**I wasn't also hurt financially.**

**Slater  
Gordon**  
Lawyers

**RTBU**  
The power of Union

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# DEALING WITH UNDUPE STRESS AND PRESSURE AT WORK



**Jamie Porter**  
Organiser

Day to day I speak with members who have come under the microscope of management, felt harassed or intimidated by HR and management or who have fallen victim to yet another one of management's "misunderstandings". Unfortunately, this type of unfair treatment is not new and can lead to unnecessary

stress at work. But this does not mean members should have to put up and shut up. Your Union is here to represent you and protect your rights.

Overloading of work, artificial performance management practices, unrealistic KPIs and being forced to work outside of position descriptions can all lead to unnecessary stress in your workplace. If not addressed this can lead to members feeling burnt out and impact on their mental wellbeing.

There are different provisions in our Enterprise Agreements and in law that create obligations on your employer to provide you with a safe workplace. This extends to a workplace free from bullying, harassment and intimidation.

If you are feeling intimidated by management or HR or believe that you are being put under undue work pressure, call your Union Organiser to ensure you are protected and safe at work.

# FIGHTING CASUALISATION IN LABOUR HIRE



**Bryan Evans**  
Organiser

At present, labour hire in infrastructure is largely centred around the use of casual employment for safe working purposes.

In safe working roles, this widespread use of casual labour is simply unacceptable. As a casual, the constant stress of not knowing when your next shift is, how many hours you're guaranteed, or whether you can pay

your bills next week negatively impacts health and safety standards across the network.

The industry has a responsibility to train, invest and offer job security to those who are there to look after and to protect what we value most: our members' lives. The level of professionalism and discipline required to undertake that work safely needs to be treated with respect by companies, by members and by labour hire firms.

The industry must take steps to rectify this fundamental issue and recognise these professionals for the work that they do in the form of full-time employment opportunities.

The RTBU has recently reached an in-principle agreement with Sunstone to be voted on by members over the coming weeks which will deliver 40 full-time positions. This is a big win in the fight against casualisation.

The RTBU will continue to campaign for the creation of more full-time jobs in safe working to create better working conditions and a safer industry. We will not stop our fight against industry casualisation.



## Contact us

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**State Secretary**  
Luba Grigorovitch

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