

RTBU EXPRESS

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

DRUG & ALCOHOL TESTING IN YOUR WORKPLACE



Luba Grigorovitch
State Secretary

Last month, the National Rail Safety Regulator (ONRSR) met with RTBU officials to brief them on the rollout of a new drug and

alcohol testing regime commencing across the Victorian rail industry, immediately.

This testing is a requirement of the current Rail Safety National Laws which prohibits Rail Safety Workers undertaking rail safety work whilst under the influence of drugs or alcohol.

Members need to be aware that under the ONRSR testing regime, there are a number of potential offences relating to:

- presence of illicit drugs or alcohol;
- if a Rail Safety Worker refuses a test; and
- if a Rail Safety Worker does not follow the direction of an authorised person.

The maximum penalty for these offences is a \$10,000 fine. Any penalty imposed by ONRSR will apply to the individual employee, not the rail operator.

The tests will be completed by independent tester Medvet. It is important to note that tests under this regime are not limited to post-incident testing and will extend to programmed testing which will include intelligence-led risk based testing and random

testing. This means that a representative of Medvet can arrive at workplaces, metropolitan and regional, unannounced, at any time of the day and night.

The process will involve a breath test and a saliva swab on the spot. In the case of a non-negative result, the employee will be asked to accompany the Medvet representative to a nearby police station for further tests.

Importantly, members must be aware that this testing regime will operate in addition to the current random drug and alcohol testing already in place in your workplace. This means you must continue to follow company drug and alcohol policy and procedures.

These policies and procedures exist not only for your own safety but for the safety of your workmates and the travelling public. There are different factors which effect how your body deals with alcohol consumption and readings will therefore vary between people. Sometimes you may not feel like you still have alcohol in your system and may be feeling fine, this does not mean you are. If in doubt, don't take the risk.

Members should familiarise themselves with the specific procedures in place at your own worksite, in addition to the new ONRSR testing regime.

If you have any questions about this new procedure or are unsure about how it applies to you, please contact your Organiser or the RTBU Office on **8630 9100**.

Luba Grigorovitch
- State Secretary

SAFETY ALWAYS AN RTBU CONCERN

New Regional Rail Link (RRL) stations Tarneit & Wyndham Vale have now been operational since mid-2015. The opening of RRL has seen a big spike in patronage reminding us that providing broader and increased access to services gets people out of cars and into trains.

Since opening, concerns have been raised about safety in and around the stations to both our members and the travelling public. The government had originally made arrangements to eventually roll out PSOs (to be stationed in pods) on these stations, however no timeframe or deadline was announced.

With serious issues of safety continuing to be raised, the RTBU has engaged in negotiations with V/Line, Victoria Police and the State Government to bring forward and speed up the increase in security presence at these stations. At this point PSOs will perform this function in line with the original government policy however the date for their introduction has been set for 6 March. While PSOs will begin work at these stations to provide security presence, the issue of unruly behavior continues to be a problem on the Geelong line. Both V/line and the Government need to commit to options such as increased Authorised Officer presence on train as well as additional Victorian Transit Police patrols around unstaffed stations.

The RTBU will continue to lobby the Governemnt and the company for additional Authorised Officers. If you have any queries or concerns please feel free to call me on **0407-512-494**.



Grant Wainwright
Organiser



RTBU Women

I am Woman, hear me...

WRAW

Women's Rights At Work



RTBU Women Annual International Women's Day Conference

Thursday 10 March
11:00am - 3:00pm
RTBU HQ: Level 2, 365 Queen St

RSVP (for release and catering purposes)
women@rtbuvic.com.au
8630 9100

WRAW FEST
WOMEN'S RIGHTS AT WORK
COME TOGETHER 6 - 11 MARCH '16



Come get together with other RTBU women across the public transport industry to discuss issues facing our working lives. Including an opportunity for Q&A with CEO's from the transport industry.

Hear also from guest speakers from Victoria Trades Hall's 'We are Union Women' campaign and the Maritime Union of Australia's National Women's Officer Mich-Elle Myers and receive industrial updates from our own state secretary Luba Grigorovitch.

HOW SAFE IS YOUR WORKPLACE?



Jamie Porter
Organiser

Health and safety in our industry is paramount. Unsafe workplaces can result in physical injury and in extreme cases death.

Sound health and safety practices do not only prevent injury, they also ensure your work environment and amenities are kept in line

with Worksafe compliance codes to ensure your workplace is fit for purpose.

As we are all aware health and safety is preached widely by management but rarely put into practice.

"Who is looking out for you?"

We all must work together to ensure we have a safe working environment.

What are the next steps? If you suspect there is a contravention to the OH&SACT. Get in

contact with your HSR or myself and we can arrange an inspection at your workplace.

Don't leave safety in the hands of management - if you see something, say something.

If you would like to report a safety incident or have a chat about a potential contravention please call me on **0403-863-869**.

2015 BOXING DAY PUBLIC HOLIDAY BACK PAY DISPUTE FINALISED



Rima Tawil
Industrial Officer

Members would be aware, that last year the State Government declared Monday 28 December 2015 as an additional public

holiday - so both Saturday 26 December 2015 (Boxing Day) and Monday 28 December 2015 were public holidays.

Whilst the clear intention of the State Government was to give members an additional public holiday, members in the Operations Division were being unfairly prejudiced by Metro's application of the public holiday clause in the Rail Operations EA.

After raising this issue directly with Metro management and an exchange of correspondence in relation to the non-payment of this additional public holiday, the RTBU is happy to advise members that

Metro has now confirmed that it will observe Saturday 26 December 2015 as a public holiday, as well as Monday 28 December 2015.

This means that members covered by the Metro Operations Division EA who worked on 26 December 2015 will be entitled to back pay of public holiday penalty rates.

Metro is currently reviewing payments made on the day and we expect that those entitled to unpaid entitlements will be back paid on 10 March 2016 pay day.

We are glad to see that a common sense approach has been taken and that members will not miss out on the benefits of the additional public holiday.

If you believe that you are entitled to this back pay and are not paid by 10 March please contact your Organiser or the RTBU Office on **8630 9100**.



WORKERS COMPENSATION 1800 555 777

The compensation meant
I wasn't also hurt financially.

Slater Gordon
Lawyers



ARTC DIG IN HEELS OVER SUBSTANDARD EA



BRYAN EVANS

Organiser

The RTBU and ETU have been negotiating the new Australian Rail Track Corporation (ARTC) agreement since November 2015.

Despite the Unions log of claims being well in-line with the industry standard, ARTC are digging their heels in with completely unreasonable demands that will deliver an EA that would see ARTC members work under the worst rail conditions we have seen in any of our Victorian agreements.

Not only have ARTC rejected every union claim made over the course of negotiations

that would benefit members, they endeavor to strip away core conditions that our members hold dear, such as but not limited to;

- **The disciplinary procedure,** minimising job security,
- **The supplementary labour clause,** that would allow casual contractors who pay substandard wages to undertake members jobs, further reducing job security
- **Bonus days** - significantly impacting work life balance.

In exchange for these changes, ARTC offer a wage increase of up to **2% per annum.** ARTC justified this by citing the Australian

government Public Sector Workplace bargaining policy, a construct of our Liberal government, this however is a private company operating in the Victorian railways.

To add insult to injury as part of ARTC's claims they have demanded that the document be written in a question and answer format, under the guise of being easier to understand, however after seeking advice the unions agreed that such drafting methods could lead to significant problems when trying to enforce the terms of any agreement.

If you have any queries regarding negotiations please call me on **0457 006 739.**

LONG SLEEVE TOPS



BUSINESS SHIRTS

RTBU
The power of Union

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Luba Grigorovitch

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Infrastructure Division
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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

