

RTBU EXPRESS

The Official Newsletter of the Rail Divisions of the RTBU Victorian Branch
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MR4 CAMPAIGN UPDATE



**Luba
Grigorovitch**
State Secretary

For the past 7 weeks, an RTBU contingent has been out in force at train stations and tram stops campaigning for a shake up of

the MR4 contracts. Handing out flyers and having discussions with commuters at Tram stops and Train stations throughout the CBD, the message is cutting through and a huge number of Victorians remember vividly the impact and changes brought by Jeff Kennett's agenda. Since February our Megaphone petition (<https://goo.gl/YA6SRA>) has attracted thousands of signatures, comments, shares, with many supporters contacting the RTBU to offer their support and help with the campaign.

**To support the campaign
or find out how you can
make a difference, text or
call 0488 305 088.**

Talk of further privatisation put nails in the coffin of the former Liberal government of Western Australia. Opinion polls have now demonstrated the political toxicity of trusting in this failed experiment of the 1990s. With corporate profits soaring, the times have changed and Australians are sick and tired of getting the short end of the stick.

On Wednesday 8 March the RTBU coordinated the first public blitz of Parliament Station. Reaching out to the broader community who have declared their support for our campaign, numbers flocked to Parliament Station to hand out flyers to spread the word. It was great to see so many people support the campaign not just online, but also in the streets.

While these companies continue to put their profits before Victoria's public interest, we will continue to campaign. Where there is an injustice in transport, the RTBU will continue to act on its moral obligation and fight for fairness. With millions of dollars leaving our state each year, staff put under undue pressure at work, and corporations engaged in dodgy practices of short shunting, station skipping and service alterations in pursuit of a cash bonus, the fight must go on.



The next Blitz will be held on: Wednesday 5 April 8am at Flinders Street Station. ■

Luba Grigorovitch
- State Secretary

Have you moved house or changed jobs recently?

Please let us know if your details have changed by calling us on 8630 9100 or send us an email on the address below.

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Do you have a mobile phone number?

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rtbuvic.com.au](mailto:rtbu@rtbuvic.com.au)

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RTBU WOMEN CONFERENCE 2017



Hannah Scott

Member Support Officer

During the second week in March, people from across the union movement paid tribute to the achievements of our movement in the struggle for equality.

On Wednesday 8 March, International Women's Day, men and women from the RTBU and wider union movement joined together to march and demand equality.

While the week was packed full of events, the highlight for the RTBU is always our International Women's Day Conference. 40 members from across the public transport industry came together to discuss the issues facing women in the public transport industry today. The following were some of the major concerns discussed:

- Uniforms for Authorised Officers are not "fit for purpose". Females either have a choice of wearing the pants fit for females that have no pockets, or to wear the men's pants which do have pockets. It is well known that Authorised Officers need to carry a large amount of equipment, so most women end up wearing men's pants just so they can carry all of their equipment.
- A lack of facilities for women across the entire network. It took V/Line 7 years to get a female toilet in the Southern Cross bank sidings. Prior to this, women had to walk past men using a urinal to get to another toilet.

- Unequal opportunities for women who want to advance further but are held back due to caring and other commitments.
- Yarra Trams' disgraceful snubbing of the conference once again by refusing to release women to attend. Yarra Trams gave women the option of applying for release without pay, or taking a day of annual leave.
- Safety for workers travelling to and from work during the early hours of the morning and late at night. This has escalated since the introduction of Night Network and not much has been done to mitigate risks and keep workers safe.
- Constant sexist culture in many workplaces. If females speak up about issues they are seen to be constantly whinging.
- Sexual harassment: Many women spoke about their fears of speaking up when they are sexually harassed because of 'railway gossip'. Everything makes its way back to the offender and the harassment then gets worse.

Some of these concerns were raised with the CEOs themselves, who attended the conference for a Q&A Panel.

While Metro, PTV and V/Line all had their CEOs attend, once again Yarra Trams were unco-operative and their CEO did not attend.

During the CEO Panel, it was highlighted by PTV CEO Jeroen Weimar that PTV and the Government are putting together a strategy to advance women in Public Transport.

The following motion was passed unanimously by the RTBU members present:

"The women of the RTBU instruct the RTBU to make it a goal to;

- a) Be in contact with PTV and the Government to have input into the action plans needed to be put forward as part of the Women in Public Transport strategy.
- b) Form a working party from women in each division of the RTBU to design the RTBU's strategy and action plans for a).

This strategy could see positive outcomes for the advancement of women in public transport, and we hope to be involved in the development of this strategy.

An issue that was raised at the Women's Conference in 2016 was the limited representation of women in the union, in which a motion was passed to resolve this. Out of this motion came the creation of the Women's Advocate role.

The original goal for the Women's Advocate's was to have 30 positions elected within the first 12 months and I am proud to report that we succeeded in this goal with 30 elected and another few elections currently open.

Not only have we got 30 elected, but over half of them have completed tailored Women's Advocate training to assist them to thrive in their role as a Women's Advocate and provide support to the females in their workplace.

The RTBU is proud to see the Women's Advocate role created and be developed over time.

As a male dominated industry and union, to be the first union to create a role such as this is something to be enormously proud of, and all the members involved in creating this role should give themselves the credit that they deserve.

A union is only as strong as its members and with RTBU Women's building strength we can continue the fight to destroy gender inequality. ■

The next RTBU Women's meeting will be at Richmond Station on Thursday 13 April at 10am in the meal room. I encourage women from all divisions and workplaces to attend.

Please RSVP to request your release to women@rtbuvic.com.au



AROUND THE TRAPS



Bryan Evans

Organiser

Despite the Metro Infrastructure, Rolling stock and the V/Line Infrastructure agreements being completed late last

year, the RTBU has continued fighting across the industry for the wages and conditions of its members. Many agreements are still under negotiation and several more are just beginning.

The RTBU has reached an in-principle agreement with Bombardier regarding both the West Melbourne agreement and the regional agreement which covers Geelong and Ballarat depots. This agreement delivers industry standard conditions that were established during the Metro EA campaign over the last 12 months. The Downer Rolling stock agreement covering Newport has also just been voted up by members of the RTBU, AMWU and ETU also delivering industry standard wages and conditions.

McConnell Dowell, who have been operating under a non-union agreement for several years are set to establish industry standard conditions for the first time with an in-principle agreement expected to be reached over the coming weeks.

Downer Infrastructure and Gemco EA negotiations are also set to commence shortly.

One of the largest battles fought by the RTBU in the Infrastructure Division has been the ongoing war on casualization.

Large gains have been made in the labour hire round of bargaining with in-principle agreements established with both Aurora and MC Labour hire.

These agreements lock in conditions regarding permanent employment quotas, paid training and delivering solid wage increases, forcing employers who won't invest in their workforce to do so, and not disadvantaging those who currently do. Morson's, GTE, Skilled and NuGroup negotiations are currently underway. The RTBU will not take a backward step fighting for the rights of these members.

It is not all good news however, our Ballarat members in UGL and Alstom face an uncertain future, despite the huge influx of rolling stock projects set to commence in the following two years. John Hollands members have gone 18 months without an agreement and will soon face increased pressure by the members whose patience is wearing thin. Furthermore, members who work for ARTC, backed by the anti-worker, anti-union policies of the federal Liberal party are ready to get in the trenches and prepare for a fight to protect their existing conditions.

Since privatisation, the illusion of isolation is in the forefront of many members' minds, however this is not the case. We are still one industry and one union. The battles won and lost in all the franchise agreements, regional shops and contractor agreements are equally watched and noted by employers, forever vigilant on new ways to whack and exploit the membership of our proud rail network. We too then must be vigilant in protecting the industry, and call on all members to support others in the industry that are under attack, fighting for job security and fair wages and conditions, it could be your fight tomorrow. United we Stand. ■



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PROCEDURAL FAIRNESS IN WORKPLACE INVESTIGATIONS



Jessica Mekhael
Industrial Officer

The principle of procedural fairness in workplace investigations and disciplinary proceedings is

important for ensuring that just outcomes are promptly reached.

For those of you who are notified that you will be or are the subject of an investigation, it is very important you notify your Union Delegate, relevant Official or the Union office.

The question to keep in mind during the process is to determine whether the employer has taken the correct steps in accordance with the Enterprise Agreement and the applicable policies.

Checking the relevant documents will keep you informed of any timelines, processes, and particulars which your employer must provide you. Always remember that if you are provided vague or incomplete particulars of allegations, you can ask for more information in order to allow you to respond. All investigations must be conducted in an impartial, diligent and timely manner, allowing you the opportunity to respond. ■

RTBU The power of Union **FRANCHISE** **Public Transport,** **MR4 2016 AGREEMENT** **Public Hands**

Early in 2017, the State Government has the rare opportunity to make a move against the damages of Kennett's privatisation and protect the interests of Public Transport workers and Victorian Taxpayers.

The **RTBU** firmly believes that Metro and Yarra Trams are not the best companies to run Victoria's Public Transport – our network would be better off back in the hands of the public, or as a bare minimum with the contracts out to market to ensure Victorians get the best possible deal. **We won't stand by as the bosses do a cozy deal with the Politicians at Spring St.**

We are calling on the State Government to make a bold move and put the **public** back into **public transport**, and return democracy to our transport and our workplaces!

To get involved in the campaign for our chance for change, visit:

www.publictransportpublichands.com

or look us up on Facebook (**RTBU Victoria**).

Contact us

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