

RTBU EXPRESS

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

RTBU SUPPORTS ELEVATED RAIL ANNOUNCEMENT



**Luba
Grigorovitch**
State Secretary

Members would know that the recent announcement by the Andrews Labor Government to remove the dangerous and

congested level crossings at Corrigan, Heatherton and Chandler Roads in Noble Park, has been a topic of debate in the community. It seems everyone has an opinion about whether this announcement is or is not worthy.

The \$1.6 billion project to remove every level crossing between Caulfield and Dandenong will allow 2.7 kilometres of modern, elevated rail line which will be built over Corrigan, Heatherton and Chandler Roads.

As the industry Union we decided it was right to officially bring this topic to both the Rail Divisions' Committee of Management and also the RTBU Executive.

There was vigorous discussion around the table. Ultimately it was decided that

the RTBU officially supports the elevated rail announcement.

This package will create more than 2,000 jobs and will be delivered by a consortium including CPB Contractors and Lend Lease. Construction will begin this year, and will be completed in 2018.

Any money being spent on public transport is a good thing. Following adoption of the following motion, the RTBU has now started a campaign to push for these stations to be staffed.

The motion;

That the RTBU Executive supports the announcement of elevated rail as a solution to improving integration, efficiency and safety between rail and road across Melbourne's metropolitan rail network.

Elevated rail offers the opportunity for better integrated transport and commercial precincts which provide better interconnectivity of modes, improved visibility and intuition for transport users, reduced noise, better connected communities and an enhanced station experience.

While the initiative has the capacity to offer enormous improvements to the vitality of neighbouring precincts, the RTBU recognises that without guarantee of fully staffed stations there will be concerns to public safety, accessibility and availability customer service. There is an expectation that all

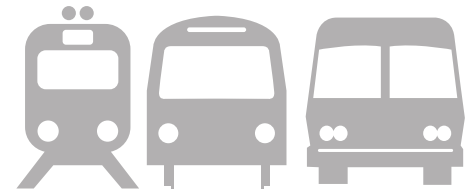
elevated stations will be fully staffed by rail-way workers to ensure safety of the travelling public.

Elevated rail is a bold and necessary initiative that if executed correctly will see profound improvements to the city system, urban experience and livelihood of local communities.

This project will create thousands of jobs for Victorians. Jobs that are needed.

We commend the State Government for this initiative and fully support this project.

Luba Grigorovitch
- State Secretary





WORKERS COMPENSATION 1800 555 777

The compensation meant
I wasn't also hurt financially.

Slater Gordon
Lawyers



RTBU WOMEN CONFERENCE 2016



Kath Larkin
RTBU Women's
Officer

Over the past week the entire union movement has paid tribute to the achievements of our movement in the struggle for equality.

We have also looked at the many inequalities and injustices which still exist in all industries.

Men and women from the RTBU marched proudly beside hundreds of other unionists on Tuesday, 8 March to demand equality in the workplace.

The highlight for the RTBU during International Women's Day was as always the RTBU Women women's conference. 40 members from across the transport industry got together to discuss the issues that matter to us. The following were some of the major concerns discussed:

- Yarra Trams' disgraceful snubbing of conference, refusing to meet with their own women workers and even worse refusing to release women to attend.
- Inadequate uniforms, in particular VLine's see through shirts, which make many of the women uncomfortable. Shorts continue to be a demand for both men and women.
- Both Metro and VLine have now officially refused a request for PPE in the form of compression bras despite documented cases of serious breast injury.

- Safety for all workers traveling home at night
- Sexist culture in many workplaces. Casual and unconscious sexism such as wolf whistling at a work mate, managers asking new female employees when they were planning to have children and other inappropriate comments and actions were given as examples. This sort of behaviour is not okay in any workplace and it is incumbent on unionists to speak out against this sort of harassment and discrimination.
- Poor amenities: Vline drivers gave examples of having to walk past men using a urinal to get to a female toilet. Yarra women spoke of instances where men are given a key to the female bathroom and not the male bathroom forcing women to share their bathroom with men.

We put some of these key concerns to our guests from Metro and VLine we plan to campaign around these issues until they are fully resolved.

Limited representation of women in the Union was also raised as an issue that needs addressing. Many women expressed that they didn't feel they had anyone to talk to in their workplace about women's issues. A number of members noted that the vast majority of delegate and official positions in our Union are held by men.

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

"The Women of the RTBU instruct the Branch Secretary to establish the position of 'RTBU Women's Advocate' in each workplace.

This position should be filled at every worksite and should be separate to a workplace delegate.

The RTBU Women's advocate will be the point of contact for all women at that work site. This will allow the network of women to be more connected within our industry."

This is an exciting step for women in our industry. We have set an initial minimum target of 30 advocate positions to be established across the union within the next 12 months.

A union is only as strong as its membership and our strength lies in unity. By engaging more women in our Union we hope not just to improve the condition of women in our industry but strengthen the whole union and body.

The next RTBU Women's event will be a workplace meeting at the Southern Cross VLine/Metro meals room on Thursday 14 April 11am. Members from all divisions and workplaces welcome.

Please RSVP for catering and release to women@rtbuvic.com.au

V/LINE EA UPDATE



Grant Wainwright
Organiser

Following the rejection of the extension offer put from V/Line, discussions between the

parties have gathered some momentum, with V/Line management taking the step of dropping some of their more ridiculous items from their log of claims. I can report that the drafting of the new EA document has begun with the hope that we will have a

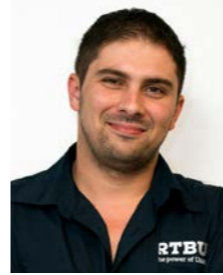
document in draft form to show to delegates in the coming weeks. Whilst all of this is positive we remain apart on some key issues but have been very clear that issues like a roster code for Conductors, sorting out the Public Holidays, the consultation clause and the disciplinary code are all key to us being in a position where we would be closer to agreement. Other issues under discussion are career development and commitment to real training, job security, drug and alcohol testing and commitments around long service leave, as well as the opportunity to take that leave.

Bob Bassett and Mick Fairbrother continue to work on the roster code. This includes

items such as shift length (including Ex Rest) walking times, preparation times and the like. Failure to keep up the momentum and any further delays may result in application for a Protected Action Ballot, however this would only be done following full discussion with delegates. Further sessions are planned for the coming weeks.

Members will be kept fully informed as the situation develops. Those requiring further information should contact their delegate, the Union office, Jamie Porter or myself at any time.

METRO INFRASTRUCTURE EA



Bryan Evans
Organiser

Over the course of the last week, the state secretary and I have held meetings across Infrastructure to discuss the EA

and update members on the course of the Protected Industrial Action Ballot.

The message from members has been very clear: We will not accept anything that resembles Metro's current proposal. The loss of penalty rates, leave loading, sick leave, bonus days, and rostering rights is just the beginning of Metro's dark, twisted industrial dream.

To add insult to injury their proposal also grant open slather to use supplementary labour. This essentially means they could bring in any contractor for any reason and pay them any rate offered by non-union labour, severely undermining job security. If that wasn't enough, approximately 72 members in admin, technical, professional and supervisory grades will be written off the agreement leaving them no option but to turn to weaker individual contracts.

In return for all these things, Metro are offering an aggregate wage which leaves members between \$5000 and \$20,000 per year out of pocket depending on their roster, and a 2% wage increase over four years. All a far cry from the 14% + 3% set as the industry standard.

Not surprisingly, members unanimously endorsed the RTBU to lodge for Protected Industrial Action. The AEC will be mailing these ballots to the home address of all members on this EA over the course of the coming week. It is important that members vote YES to all items and return their signed ballots as a priority. If you do not receive a ballot or have any questions regarding the ballot process please contact the Union ASAP on 8630 9100 or 0457 006 739



RTBU DELEGATION AT MAY DAY 2016

**WORKERS OF THE WORLD, UNITE:
ON INTERNATIONAL WORKER'S DAY WE CELEBRATE THE VICTORIES OF WORKING PEOPLE**

FAMILY DAY

From 11:00AM, Sunday 1 May
Activities and Food for the
whole family

MAY DAY MARCH

Sunday 1 May, assemble @1PM
Opposite Trades Hall
Corner Victoria & Russell Streets

8 HOUR DAY \ PENALTY RATES \ SUPER \ THE WEEKEND \ SICK LEAVE \ ANNUAL LEAVE

For more information call: 0488 305 088



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\$20

\$20

\$60
MENS

\$30
KIDS
HOODIE

\$50
WOMENS

\$50
POLO

AGES
2 - 4

BUSINESS SHIRTS



Health insurance premiums risen?

They haven't for RTBU members with rt's Premium Hospital cover

RTBU (Vic) members with rt's Premium Hospital cover won't pay a cent more for their cover this year. And, new Victorian members who join with the same level of cover can take advantage of the price lock benefit, too!

Remember, RTBU Health Plan members also get**:

- ✓ A 5% discount
- ✓ An immediate waiver of all 2 and 3-month waiting periods
- ✓ A \$150 petrol or grocery voucher.

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Organiser: Bryan Evans

