

RTBU EXPRESS



The Official Newsletter of the Rail Divisions of the RTBU Victorian Branch
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Vik Sharma
Branch Secretary

METRO OPERATIONS EA: IN-PRINCIPLE AGREEMENT REACHED



An in-principle agreement has been reached for members at Metro Trains that delivers significant improvements on our core union claims.

With existing entitlements retained, this outcome a significant step forward for RTBU Rail Divisions members.

UNION WIN: **Job Security**

Firm wording will be included in the agreement to secure all jobs.

UNION WIN: **17% Pay Increase**

16% over 4 years plus 1% Metro Tunnel facilitation payment. All allowances increase in-line with wages.

UNION WIN: **Public Holiday Accruals Retained**

Right to continue accruing Public Holiday credits has been retained.

UNION WIN: **Inclusion of Additional Days Off (Bonus Days)**

New additional leave days during the term of the agreement, with staggered introduction commencing 2024.

UNION WIN: **Grievance Procedure**

New grievance clause gives members improved avenues to control over their working life.

UNION WIN: **Classifications**

Improvements to existing classifications with new improved structures.

UNION WIN: **Retired Employee Travel Passes for All**

We have also secured a commitment from the government that the Retired Employee Travel Pass will be reinstated for all employees (regardless of commencement date).

UNION WIN: **Improvements for Part Timers**

- 20 part time roles to be converted to full time
- Increase in minimum contracted hours from 20 to 25 hours per week
- Overtime payments kick in at 64 hours, improved from 70 hours
- Full time jobs will first be offered to part timers (stations only)

UNION WIN: **Extension to Accrual of Annual Leave**

Current annual leave balances to be preserved. Yearly accrual to be taken within 14 months after agreement anniversary date.

UNION WIN: **Rosters Development**

New requirement of 28-day consultation period for new rosters (with working parties and union involvement) before further 28 days notification period for implementation of new roster change.

THERE IS MORE! This list highlights some of the headline wins in this agreement that tackle core RTBU claims. A more exhaustive list of wins and improvements will be provided in the coming weeks, including details of how provisions will work and apply.

This agreement sets a benchmark for the industry and highlights the power of one big industry wide union.

While we continue to negotiate with V/Line for their replacement EA, both management and government are on notice that the RTBU will take no backwards steps to lock in conditions for members.

Vik Sharma
Victorian Branch Secretary





Darren Gales
Secretary Rail Operations Division

GOOD DELEGATES ARE KEY TO GREAT WINS!

Your RTBU team has been getting some great wins over the last few months all around the state. A crucial element in those victories has been the network of RTBU delegates.

Your team of RTBU delegates are the first line of investigation and advocacy. They know their workplace, their colleagues and their rights. In all of the disputes that we run, it is a combination of agreed fact and structured argument that ultimately wins the day. Your RTBU delegates' knowledge and consultation skills provide your officials with the best information to win for the people we represent – you!

We've had several moments recently that have demonstrated the combined power of engaged members, excellent delegates and skilled officials. Here's a brief rundown on a couple of those:

Pacific National – Training on RDOs

This is an excellent example of how the local delegate, Lyle McGrath, demonstrated the knowledge and tenacity to get the win for members. The employer had decided

unilaterally to schedule training on RDOs. This would have been acceptable had the employer adhered to the overtime clause and paid double time for any work performed on the RDO. However, PN decided they would treat these days as normal working days, effectively absorbing the RDO. This dispute went to the Fair Work Commission where Lyle's knowledge and fight really came to the fore. Lyle was able to effectively communicate to the Commissioner how the roster worked and how members were being disadvantaged by the actions of the employer. In addition to the arguments put by the RTBU officials, it was Lyle's contribution that ultimately won the day, resulting in a great result for members at PN.

V/Line North East Rostering Issues

The North East region has been a hotbed of management mismanagement. When it comes to roster changes, we have agreed consultation processes to ensure that all members' voices are heard.

Rosters impact life both at work and home. These processes around changing rosters are

vitaly important and have been hard won by members in the past.

It should come as no surprise that RTBU representatives Brock Boddington, Jeff Ford and Calvin Garing have been busy calling out management's attempts to circumvent these processes and ram through new rosters. Jeff, Brock and Calvin's knowledge of the process and fearless advocacy for the members they represent has seen V/Line forced to back down on numerous occasions, supporting the work of your RTBU Organiser and Industrial Officer.

The focus, knowledge and dedication of your RTBU delegates continues to prevent management's attempts to force change without proper consultation.

Your RTBU team is made up of many parts, all equally important to ensuring that members' interests are served. We are lucky to have such dedicated, knowledgeable delegates to work alongside your RTBU officials who provide ongoing training and support to ensure your Delegates are stronger every day. Good delegates means great outcomes for members!



Matt Purcell
Organiser

JOINING THE TEAM

After leaving school, I began my career in civil construction predominantly in pipelines.

Over five years ago, I made the decision to switch gear into the rail industry. In my time on the rails, I've loved being front and centre of all things track. I've also enjoyed being able to work closely alongside the Renewals, Maintenance and Safeworking teams. I have a deep understanding and respect for what my areas want and need.

As soon as I joined the industry, I knew it was integral to join the RTBU. Not long after, I was lucky enough to gain the trust of my coworkers who elected me as a Delegate.

I've now been honoured to have the opportunity to step up as an Organiser, assisting Bryan Evans in Infrastructure and Rollingstock, predominantly within Metro.

I am extremely passionate about health and safety, and I am committed to ensuring that we never lose sight of what is most important – every worker deserves to come home safe.

Whenever we see unsafe practices or unfair treatment, it is union business to stamp out this behaviour for the benefit of all members.

Since starting at the RTBU, I have been focusing on getting out and about to the many different sites we cover. I know the importance of getting

direct and honest feedback from Members on the ground, so we can tackle issues head on with management.

It's been an amazing opportunity to represent members. In my short time so far, I've been able to push for changes, and see better outcomes for Members.

I look forward to continuing to fight the good fight on behalf of all our members.

If you have any questions, or are after assistance, don't hesitate to reach out to me directly on **0434 949 361** or **matt.purcell@rtbuvic.com.au**

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