

RTBU EXPRESS

The Official Newsletter of the Rail Divisions of the RTBU Victorian Branch
VOL 7 | Issue 1 | 07 February 2020



Luba Grigorovitch
State Secretary

UNITED WE STAND

2019 certainly was one hell of a year.

Fortunately, throughout last year we were able to sign off on a number of our Members EA's, however we are very much still in a battle with Metro Operations, Yarra Trams Operations and V/Line Operations, and we are yet to reach agreement on these three EA's which expired on the 30 June 2019.

We've started the year off strong with several stoppages and announcements surrounding protected industrial action on both heavy and light rail. Thank you to all Members who attended the rallies.

We had a great turn out to the Yarra Trams Rally on the 30 January. Thank you to those across the Rail Divisions who came out in support of our Tram Members and their fight against a move towards part time work. RTBU Members understand that when we stand together, we are at our strongest. One industry, one union.

With Metro there remains legal action afoot and as Members would be aware, I have been visiting locations across the network to answer questions and provide further detail. Additional delegate meetings will be scheduled over the coming weeks as we continue to find a way forward.

It is important for us to stay united as these negotiations continue. These three enterprise agreements will set the industry standard for all RTBU Members.

2020 will of course have its own complexities. We have a lot of government projects underway and we are awaiting the implementation of announcements. We know RTBU Members are paramount to making sure Victorians can commute more readily and effectively.

I know our Members will stand firm and strong as we enter a new year of bargaining, and we will continue to fight for you. The message to these companies is loud and clear. The conditions

we are requesting and fighting for are fair and reasonable. We won't back down.

In other news, preparations for this years International Women's Day Conference are well and truly underway. This year we will be celebrating the 10-year anniversary of the RTBU Women's Committee, and IWD conference.

I'm looking forward to reflecting with RTBU Members on the amazing women who have paved the way in our movement.

All Members from all Divisions of the RTBU are invited to participate in activities and attend the conference. This year, the conference is being held on Thursday 5 March at Trades Hall and runs from 9:30am – 3:30pm.

The conference is a great opportunity for Members from across our union to come together and celebrate some great achievements in the movement, as we continue to build the strength of our union.

If you wish to attend the conference, please email our new Member Support Officer Caitlin Brown at women@rtbuvic.com.au ASAP so your release can be requested by the company.

Luba Grigorovitch
- State Secretary



You can support Sam's artwork at patreon.com/samwallman, and follow him and his comrades @WorkersArtCollective on Instagram





Darren Galea
Organiser

FEBRUARY MONTHLY DELEGATE MEETINGS

I'll be hitting the ground running this February. I look forward to catching up with Delegates in our monthly meetings and catching up with Members in between. As always, we will make it around to all departments throughout the year.

The team and I are ready for whatever 2020 brings. We will continue keep you updated throughout EA negotiations. We will remain united and we keep fighting till our Members get the rights and conditions they deserve.

Delegates Meeting Dates – February 2020

- | | |
|--|---|
| ■ 5 February: North Melbourne AOs – 1000hrs | ■ 21 February: Warnambool V/Line Conductors and Customer Service – 1100hrs |
| ■ 5 February: Transport House – 1200hrs | ■ 25 February: NSS/CCTV – 1030hrs |
| ■ 11 February: MMAOs – 1100hrs | ■ 26 February: V/Line AOs Southern Cross – 1000hrs |
| ■ 11 February: Wilson Security – 1330hrs | ■ 27 February: Metro/Signallers/ Timetables/Schedulers & Rosters – 1100hrs |
| ■ 13 February: Southern Cross V/Line Shunters – 1100hrs | ■ 27 February: Drivers Allocation Officers (DAOs) – 1330hrs |
| ■ 14 February: Geelong V/Line Shunters – 1300hrs | ■ 27 February: PN – 1530hrs |
| ■ 19 February: Malvern AOs – 1000hrs | ■ 28 February: Seymour V/Line Conductors and Customer Service – 1000hrs |
| ■ 19 February: Hawthorn AOs – 1200hrs | |



Joe Dennis
Organiser

BRING ON 2020

2020 is shaping up to be a very busy year for Members of the RTBU. Several Enterprise negotiations continue from the 2019 round as the RTBU refuse to sign off on a substandard deal. Metro, V/Line and several other companies are back at the table negotiating wages and conditions. For V/Line several rounds of industrial action have taken place and will continue if needed. Station Staff, Conductors and Booking Staff have all participated in the actions and continue to fight for fair and reasonable conditions that they have and

continue to work for.

I have visited several Infrastructure sites in the last few weeks, discussing issues and concerns with Members. In 2020 I have scheduled regular bimonthly meetings out in the regions, something that has not been done in several years. These meetings are a great way to sit with Members and management to discuss and pursue any issues Members may have.

On returning in January I received several calls relating to companies not consulting with staff

over issues including rostering changes, changing PD's, and relocation of a workplace. If any Members are concerned that no consultation has taken place in relation to a major change in the workplace, please contact your organiser to discuss. As Members are aware, consultation must take place regarding any major change.

I look forward to working with you all in the year to come. Let's make 2020 a year not to be forgotten and continue to stand together, united as one.

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Workshops Division
Secretary: Paul Jumpertz

Infrastructure, Workshops & Labour Hire
Organiser: Bryan Evans

Industrial Officer
Alice Dunn

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/RTBUvic/

Industrial Officer /
Organiser
Vik Sharma





Bryan Evans

Organiser

V/LINE INFRASTRUCTURE EA UPDATE

Despite the MTM infrastructure Agreement being approved in 2019, V/Line Infrastructure have unfortunately chosen not to follow in their footsteps and seek a quick resolution to this round of bargaining, instead they seem to have chosen the long road.

V/Line have to date only shown interest in one specific claim, and that claim is to remove Members rights to agree to a roster change, a pillar of the current Infrastructure agreement.

Their strategy to date seems to be, 1) state claim, 2) repeat claim. If this fails, repeat steps one and two. Repeatedly the bargaining team has tried this, perhaps in the hope that the RTBU might somehow slip up and accidentally agree to it out of sheer boredom or frustration.

An alternative theory suggests that perhaps they feel that RTBU Members can be bought and will concede to V/Line's toxic claims if the bag of gold is big enough. This theory relies on the fact that a bag of gold exists

With V/Line throwing the State Government under the proverbial loco and screaming from the roof tops that the maximum wage increase they can offer is 2% per annum, the possibility of a bag of gold for our Members seems unlikely.

I doubt it will come as a surprise to many that negotiations have become well and truly bogged down. The company's strong-arm tactics such as insisting on the removal of Members rostering rights are hostile at best and utterly inhumane at worst. In their perfect world, they wish to be able to change rosters without seeking agreement at the drop of a hat, swapping Members between day shift, night shift and weekend work as they see fit. Effectively treating a full-time employee as a casual, destroying wage security, work life balance, and forcing long term dayshift workers onto night shift. This is totally unacceptable and has no place in a modern railway.

The company is also yet to agree to many other of the RTBU's claims and the claims they are

willing to consider, such as the underpayment recovery clause and the 36 hour week, are on the basis the union give up rostering by agreement. For the record, THIS WILL NEVER OCCUR.

The RTBU has questioned V/Line significantly regarding what potential rostering outcomes they may be trying to achieve, however all attempts to create a way forward have been stonewalled.

At the time of writing a Delegates meeting is scheduled to discuss the next course of action, but the negotiations are quickly barrelling toward industrial action.

A notice will be issued to Members following the above meeting, to give an update on the situation. Feel free to contact myself or Joe Dennis on the below numbers.

Bryan Evans
Joe Dennis

0457006739
0403863 869

Are you receiving correspondence from us?

Your commitment is everything.

As Members would be aware, the RTBU is communicating with Members more than ever through text messages and emails.

While we understand everyone has their own specific circumstances, rosters and personal commitments we want to keep in touch as best possible.

We appreciate your participation in campaign actions such as rallies and station stunts, your efforts make our union **STRONGER**.

Your input is valuable.

You can respond to text messages sent by the RTBU. If you have any queries or want to make your own contribution to any campaign, get in touch!

If you are not receiving text messages send an SMS to 0488 305 088 and include your full name and employer.

Are you getting the emails?

We have recently upgraded our email system to send you better, more engaging and valuable emails. We're keen to get your feedback.

If you are not receiving emails from RTBU Victoria:

- Check your junk mail/promotions tab in your email, you might need to add rtbu@rtbuvic.com.au to your address book or mark it as 'important' to ensure you get every update.
- If you are not currently receiving emails, update your details by sending an email to rtbu@rtbuvic.com.au or an SMS to 0488 305 088





Vik Sharma

Industrial Officer / Organiser

AROUND THE TRAPS

V/Line First Aid Allowance

As Members are aware, the first aid allowance dispute has been ongoing for nearly 10 months. The update is that V/Line put an offer on the table to resolve the dispute. The offer was that V/Line would appoint all train conductors as designated first aiders and would start paying them the allowance commencing from 1 July 2020. Further, V/Line indicated that they would appoint 50 station staff as designated first aiders. The number '50' came out of a risk assessment that V/Line conducted.

The Delegates convened on Friday 25 January 2020 to consider the offer. While the delegates accepted the appointment of conductors was a good outcome, they were not satisfied with the risk assessment conducted in the station land. As a result, we put the following counter offer to V/Line:

- V/Line will appoint all the Conductors as designated first aiders and will pay them the allowance as stipulated in the enterprise agreement on an hourly basis commencing from 1 July 2020.
- V/Line will pay a one-off payment of \$57.35 to all the employees covered by this dispute.
- V/Line will conduct another risk assessment for the station staff only, jointly with the

HSRs and the RTBU delegates to ascertain how many station staff and at which locations need to be appointed as designated first aiders.

We are awaiting V/Line's reply.

Metrol Dispute

Metro informed the TC4s at Metrol that they were going to introduce 10 new home signals in the South Yarra section. Introduction of these additional Home Signals will increase the workload of the TC4s who are already working at full capacity. This is further compounded by the chronic shortage of staff in this area. The changes will contribute to the stress and fatigue already experienced by TC4s, who continually work significant overtime so trains can move through the network.

TC4s and the RTBU expressed concerns to management about the changes. The RTBU believes management chose to ignore these concerns, failed to consult properly with the RTBU and its Members about the impact of the changes and decided to introduce the changes.

The RTBU took Metro to the Fair Work Commission on Friday 24 January 2020 to address the issues of consultation and shortage of staff at Metrol. There was an urgent hearing listed on Saturday 25 January 2020 which went from 1:30 PM to Midnight.

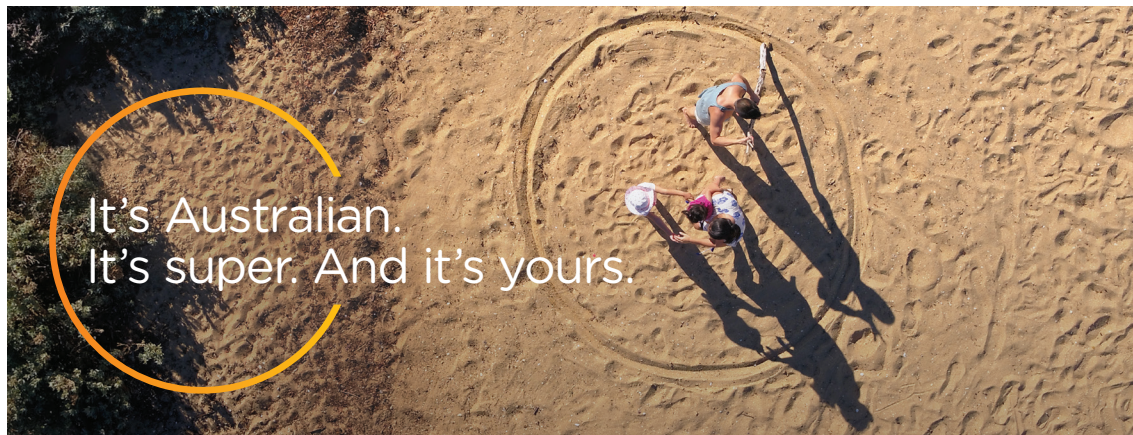
Despite our legal team strongly arguing our case, we were not able to get an order from the Commission which would stop Metro from introducing these changes on Monday. However, the Deputy President of the Fair Work Commission recognised that there was a genuine concern about short staffing at Metrol which required prompt attention from management. Metro was forced to recognise and acknowledge these concerns in open hearing.

Although the changes were introduced and TC4s had to take on the additional tasks associated with the changes; with the Commission's assistance, the consultation between Metro and the RTBU and its Members continues with the focus to address the issues of staff shortage and excessive overtime at Metrol.

Monthly Delegates' Meetings

All Delegates would have received the monthly meeting calendars for 2020. I encourage all the Delegates to attend the meetings, and for members to take a keen interest to ensure issues can be resolved at these meetings. For enquiries regarding the meetings or your release, please feel free to contact me.

If Members have any queries or questions, please feel free to contact me on 0413 363 923 or email: vik.sharma@rtbuvic.com.au.



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