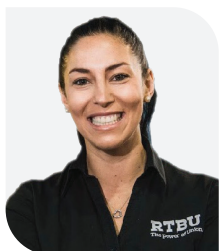


RTBU EXPRESS

The Official Newsletter of the Rail Divisions of the RTBU Victorian Branch
VOL 7 | Issue 10 | Friday 28 August 2020



Luba Grigorovitch

State Secretary

V/LINE RAIL OPERATIONS: EA VOTED UP

The proposed enterprise agreement in V/Line Rail Operations has been voted up with a decisive 91% YES vote!

It is worthwhile to reflect on the long process and acknowledge that without the determination of all Members, this great result would not have been possible.

Bargaining, including preparation for bargaining, took place over 2 years. Some key milestones include:

- ❑ **December 2018:** RTBU Delegates met to develop the log of claims.
- ❑ **January 2019:** I wrote the first of many letters to V/Line and the Victorian Government to request that bargaining commence.
- ❑ **July 2019:** After repeated requests to commence bargaining, RTBU lawyers wrote to V/Line threatening to lodge a majority support determination. V/Line responded with a date to commence bargaining.
- ❑ **August 2019:** We had our first bargaining meeting with V/Line.
- ❑ **October 2019:** The bargaining team met with Delegates for directions on whether to

lodge for protected strike action.

- ❑ **December 2019:** Protected strike action commenced, causing V/Line acute pain.
- ❑ **February 2020:** Mediator, Julius Roe, was appointed by the Victorian Government, following heavy lobbying from the RTBU.
- ❑ **May 2020:** As negotiations intensified, we met several times with Delegates. At one such meeting a motion was passed calling for the RTBU to pursue the industry standard in wages of 14% over the life of the agreement.
- ❑ **June 2020:** Delegates endorsed a proposed offer, subject to drafting and stringent voting requirements around extended hours rosters.
- ❑ **June 2020:** An in-principle agreement was finally reached which sought to balance the desire to maintain or improve entitlements with an acceptable wage outcome.

I should acknowledge that the above list does not reflect all the Delegates meetings that were held. The commitment of the V/Line Delegate group has been humbling, particularly given the distance some Delegates travelled to ensure they

could participate and best represent their areas.

This was very much a team effort.

Despite many frustrations and a ridiculously complex bargaining system, our strength, unity and determination has delivered an agreement that:

- ❑ delivers solid pay rises of 11% over 4 years plus a \$2,000 sign-on bonus;
- ❑ returns some entitlements previously lost;
- ❑ introduces a few new entitlements.

Next steps:

Now that the Agreement has been made it will be lodged with the Fair Work Commission for approval. This may take some weeks, depending on the Commission's workload. The Agreement will come into operation 7 days after it has been approved.

A special mention to the RTBU Industrial Officer Alice Dunn who led the RTBU bargaining team.

Luba Grigorovitch
- State Secretary

SEPTEMBER RTBU WOMEN'S MEETING

When: 11am to 12.30pm Wednesday 9 September 2020.

RSVP to women@rtbuvic.com.au to attend the next RTBU Women's meeting held online via Zoom.

Please send through release requests to women@rtbuvic.com.au before the 2nd of September.

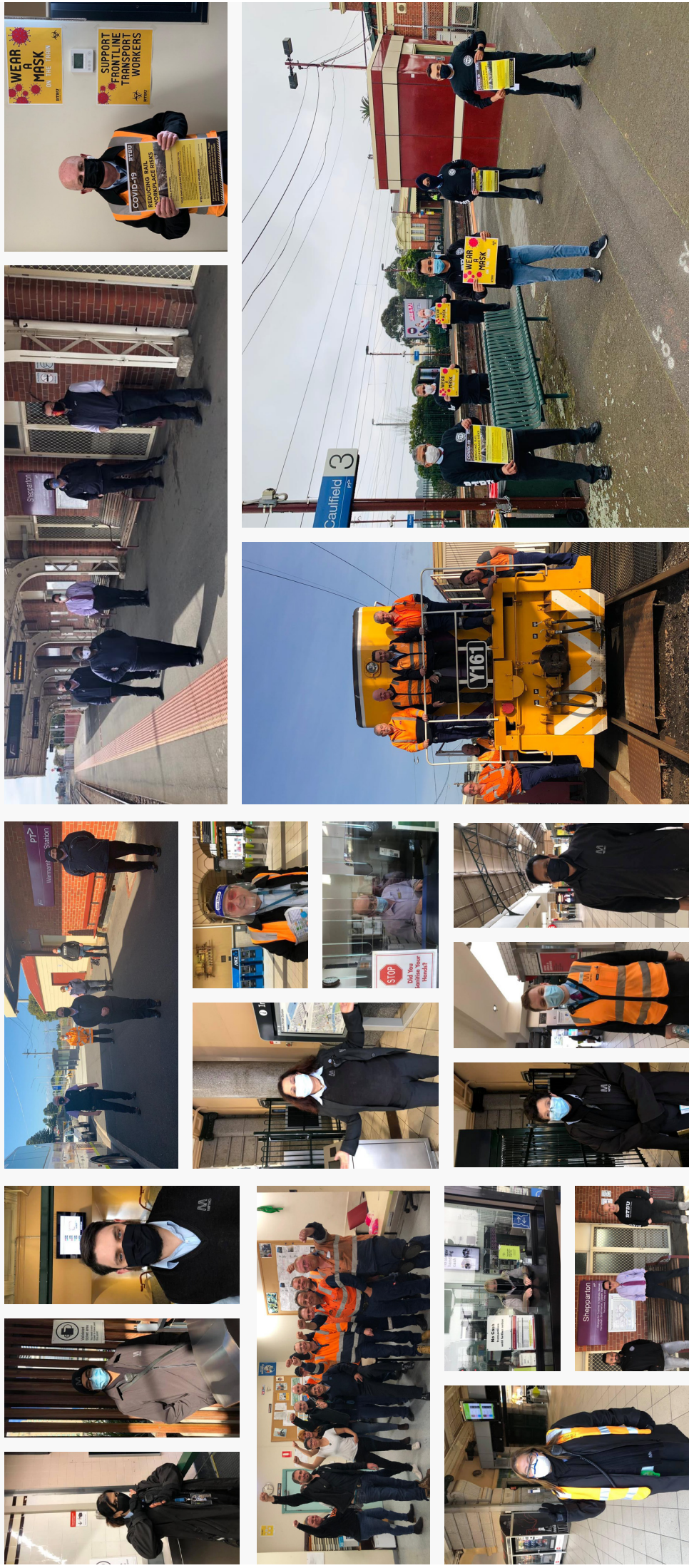
To request your release, please provide your name, details of your shift, your manager's name and their email address.

Newcomers always welcome! Feel free to call our Member Support Officer Caitlin Brown on 0448 569 178 if you have any questions.





WE ARE ALL IN THIS TOGETHER



THE RTBU IS HERE FOR YOU
RTBU@RTBUVIC.COM.AU
(03) 8630 9100

RTBU

The power of Union



Vik Sharma

Industrial Officer/Organiser

METRO - DISCIPLINARY PROCEDURE DISPUTE

While Metro can temporarily suspend, or 'stand down' an employee from normal duties during an investigation, the employee should continue to receive the same salary as per their ordinary role for the period of suspension (with the exception of positive drug and alcohol matters) in accordance with your EA.

The RTBU has fought hard in the past for this condition to be included in your EA and for it be upheld at all times. This is an important condition for members and plays a critical role in

safeguarding your earnings while you are subject to ongoing investigation.

It has been brought to our attention that some members have been stood down without pay pending investigation especially in wearing of mask related investigations. We consider this an egregious breach of one of the important conditions of your EA.

We are currently in dispute with Metro over this and in the process of referring the matter to the

Fair Work Commission.

We ask members to contact us immediately if you have been, or are currently stood down without pay pending investigation.

We regard these breaches serious in nature and will fight all the way to ensure that RTBU members' rights are protected.

If you have any queries about this, I am only a phone call away. Feel free to contact me on 0413 363 923 or email: vik.sharma@rtbuvic.com.au.

NEW PROBE RTBU DELEGATES

We are pleased to announce the appointment of 4 new Probe RTBU Delegates:

- ❑ Sheetal Gadge (Admin)
- ❑ Oscar Baglar (MTIA)
- ❑ James Khan (Phone Agents)
- ❑ Montana Dagg (Deputy Delegate – Phone Agents)

We congratulate all the newly appointed Delegates and look forward to working with you.

RTBU Delegates do an incredibly important job each day in many workplaces across the state. The RTBU office and Organisers are here to support Delegates through training, advice and access to resources to help get organized and win campaigns at work.

There are many other areas where we plan to organise Delegate elections in coming weeks and months. If you feel there is a lack of Delegate representation or coverage in your area, please contact your Organiser.

For all your local issues, contact your local Delegate. Alternatively, feel free to contact me on 0413 363 923 or email: vik.sharma@rtbuvic.com.au.

ASBESTOS IN THE TRANSPORT INDUSTRY

Asbestos was used frequently in the rail, tram and bus industries until at least the 1980s. The tragic consequence of this is that RTBU members may be affected by asbestos diseases later in life.

RTBU members may have come across asbestos in many ways at work in previous years. Some examples include; asbestos cement sheeting for sheds and buildings at stations and depots, asbestos brake pads on buses, asbestos pipes laid along train tracks, asbestos backed switchboards on locomotives. These are only a few of the potential ways in which RTBU members may have been exposed to asbestos in work.

Asbestos can cause a number of health conditions that range in severity. From pleural plaques which generally do not cause symptoms, to mesothelioma, which is an aggressive cancer, caused only by asbestos exposure.

If you develop an asbestos disease, you are likely to be entitled to compensation. Depending on the circumstances, this may include damages for negligence, entitlements under the WorkCover scheme, superannuation benefits, or a combination of the above. It's important to get legal advice quickly if you are diagnosed. This is because a claim for pain and suffering damages, often the largest component of a claim, can only be made in your lifetime. Sometimes these diseases have short prognoses, and it's important to get the advice to make sure your family is protected.

Should you or a family member need legal advice about asbestos related diseases, please do not hesitate to contact the RTBU's lawyers, Gordon Legal for an obligation free discussion on 1300 599 517.

**Gordon
Legal**
IT'S PERSONAL

Contact us

rtbuvic.com.au
(03) 8630 9100

Level 2, 365 Queen Street,
Melbourne, VIC 3000

E rtbu@rtbuvic.com.au
F 03 8630 9122

State Secretary
Luba Grigorovitch

Infrastructure Division
Secretary: Jon Saw

Admin & Salaried Division
Organiser: Joe Dennis
Secretary: Steven Kozmevski

Rail Operations Division
Organiser: Darren Galea

Workshops Division
Secretary: Paul Jumpertz

**Infrastructure, Workshops
& Labour Hire**
Organiser: Bryan Evans

Industrial Officer
Alice Dunn

 @rtbuvic  /RTBUVic/

**Industrial Officer /
Organiser**
Vik Sharma

