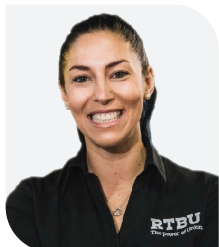


RTBU EXPRESS

The Official Newsletter of the Rail Divisions of the RTBU Victorian Branch
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Luba Grigorovitch

State Secretary

WELCOME BACK!

Over the last fortnight I have been out at Metro stations welcoming back to the job nine Leading Station Assistants with smiles on their faces. As a direct result of a highly successful and hard fought campaign the RTBU has got them back onto the job after Metro Trains said they would not renew their employment.

From mid-December 2019 through to the end of March 2020, Metro Trains were telling them to proceed with the normal training, internal recruitment and selection process for job vacancies and a career path within Metro stations.

Then in April these members received a hammer blow when they were contacted via phone by management to tell them that their fixed term contract, their job, and their career with Metro was coming to an end despite previous assurances.

The best that Metro management could do for

these members, who had worked on the job for 12 months and made a contribution to the industry, was to throw them onto the scrap heap and treat them the same as any other external job applicant regardless of their previous experience.

The timing could not have been worse. COVID-19 has led to most major industries freezing jobs, reducing hours, announcing mass stand downs or mass redundancies.

Regardless, we committed to stand shoulder-to-shoulder with our members and the fight for job security was on. We were contacted by RTBU Delegates and Members who offered their support, angry at Metro's treatment of the fixed term LSAs.

The RTBU immediately advised Metro management of a dispute as per the Enterprise Agreement and then made an application to the Fair Work Commission for an urgent hearing over Metro's failure to proceed with their earlier

assurances of jobs and a railway career. This was also followed up with a series of meetings and calls to management under which they began to feel the pressure.

The RTBU secured an important win as a direct result of these actions and the support of Delegates and Members. In a little over a week Metro management wrote to the RTBU agreeing to re-hire the LSAs as a priority and on permanent contracts.

We stood firm and we won, and now these LSAs are back on the job and that brings a smile to all of us.

Luba Grigorovitch

- State Secretary



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Darren Galea

Organiser

V/LINE - GUARANTEED FORTNIGHT DISPUTE UPDATE

Members may be aware of the current dispute about the guaranteed fortnight clause and it's interaction with the entitlement for shift workers to be paid when they are available, but not actually required, to work on a public holiday.

It is the RTBU's view that the entitlements are separate, and that V/Line should not be off-setting an employee's guarantee by using the available to work payment.

The RTBU recently appeared at a conference at the Fair Work Commission before Deputy

President Millhouse where it was clear that a resolution would not be achieved without a fight.

The issues in dispute are complex and it is therefore unlikely that there will be an outcome before the end of the year. Both the RTBU and V/Line will need to collect evidence and make submissions.

The RTBU is committed to fighting for our V/Line members and will keep you up to date on the progress.



Joe Dennis

Organiser

AROUND THE TRAPS

I recently visited Ararat and caught up with the mobile and tie renewal gangs from V/Line to keep them informed of the progress of the V/Line Infrastructure Enterprise Agreement and what it meant for them.

The gang have had some issues with LAHA (Living Away From Home Allowances). It has been a lengthy process but we have finally sought clarification from V/Line around how they are taxed, thereby closing out the confusion within the gang. I would like to thank the members for their patience in getting this issue clarified.

I also spent time with ARTC members in Ararat to discuss the upcoming Enterprise Agreement (EA). The last EA saw a long drawn out fight to retain hard won conditions against the Federal Government's sinister bargaining policy. We're hoping that the appointed board and management see sense this time round and we can find agreement on key issues.

The members at ARTC Ararat were also eager to begin the new bi-monthly Delegates meetings, something that this area have never had. Both the members and management could clearly see the benefit of holding these meetings especially with the upcoming EA negotiations. These meetings will hopefully be rolled out across all ARTC depots in Victoria in the new year.

ARTC members have also elected a new Deputy Delegate, Clinton Herbert to assist Jim Rix with any issues that arise. Congratulations to Herb! I look forward to working alongside you and Jim in the upcoming EA.



Vik Sharma

Industrial Officer/Organiser

METRO OPERATIONS - DISCIPLINARY PROCEDURE DISPUTE RESOLVED

As members are aware, the RTBU lodged a dispute in relation to Metro's decision to stand down one of our members without pay pending investigation. Prior to this, if Metro were to stand down an employee for disciplinary matters, pursuant to the EA, you would continue to receive your pay during the stand down period (except for drug/alcohol related cases).

The dispute was not resolved at the workplace level and as a result the RTBU referred the matter to the Fair Work Commission (FWC). A conference was held by the FWC on 2 September 2020 where both parties made their arguments.

We are pleased to announce Metro finally relented and we were able to secure a win for

our affected member who has now been paid in full for the stand down period. We expect Metro to avoid trying this unnecessary trick on other employees as the EA is clear.

Your EA provides you this protection. 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. The EA continues to operate the same way as it would without the pandemic and keeps protecting your workplace rights. We will not allow the employers to deviate from such critical terms of the EA and start interpreting them as it suits them.

If you have any queries about this, I am only a phone call away.

NEW RTBU DELEGATE - METRO STATIONS

We are pleased to announce the appointment of another RTBU Delegate for Metro Stations between Werribee and Seaholme as **Walter Phillips**.

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

There are many other areas where we plan to organise Delegate elections. If you feel there is a lack of Delegate representation in your area, please contact your organiser.

All delegates receive special training from the RTBU on workplace rights, winning campaigns and representing fellow workers. If you are interested in finding out more call your RTBU 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.



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Luba Grigorovitch

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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

Industrial Officer /

Organiser

Vik Sharma



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