

RTBU EXPRESS

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

METRO TUNNEL WALKTROUGH

With the opening of the Metro Tunnel fast approaching, your representatives organised a walkthrough of the new Arden station with central delegates.

In recent months we have kicked off discussions with Metro to ensure members are front and centre of all operational considerations and members with real experience on the ground have their voice heard in ensuring a good service and work environment.

Supporting training, minimum staffing numbers and fair recruitment processes is the cornerstone to our campaign for sustainable jobs that put members first. Ensuring adequate staff numbers, good station design, signage, ticketing services and communications will be important in running these new services.

Platform screen doors (PSDs) will introduce a new technology that will change the boarding experience and the operational approach to services and safety. This will likely carry some new challenges that frontline staff will need to overcome. Proper and thorough consultation with experienced staff will remain the key to



ensure effective introduction of new practices.

We will continue to engage with Delegates, HSRs & members on the job to ensure members get the opportunities and training you need and deserve through the opening of the new Metro Tunnel.

Should you have any further queries or ideas

you wish to raise, please get in contact with your Organiser directly.

Vik Sharma
Victorian Branch Secretary





Sally Van Bragt
Organiser

PUBLIC HOLIDAYS RETURNED

Always check your payslips.

After being made aware of underpayment issues, the RTBU has enforced and recovered public holiday payments for members upholding train presentation across the network.

A member reported non-payment of public holiday entitlements, despite their master roster having them working Monday to Friday.

Looking closer, staff were being rostered off-duty on public holidays when they turned down a shift at another location.

The employment conditions covering these workers clearly state that if a public holiday falls on a day someone is normally rostered to work,

and they either choose not to work or they are rostered off due to less work being available, they must be paid for their regular shift at base rate.

Closer scrutiny of past pay records showed public holidays had not been paid since March so we demanded a meeting with the company to address underpayments across the workforce.

This meeting resulted in an agreement that would see all members receive their unpaid entitlements, paid out within the next month.

Regardless of the industrial instrument covering members, the Fair Work Act is clear in your entitlements surrounding public holidays.

Members (with the exception of casual workers)

who normally work on the day a public holiday falls must be paid their base pay rate for the ordinary hours they would have worked if they had not been away because of the public holiday.

This base rate does not include any incentive-based payments, bonuses, loadings, allowances, overtime or penalty rates. An employee's roster also can't be changed to deliberately avoid payment for a public holiday.

If you have questions surrounding your public holiday entitlements, please reach out to your Organiser.



Bryan Evans
Organiser

SETTING THE STANDARD

The RTBU recently signed off on two more labour hire Enterprise Agreements.

The first is the agreement for Track Protection Australia (TPA). This is TPA's first union agreement and was signed in October after unanimous endorsement by RTBU members. This locks in industry conditions for Safeworking Members across the state.

In the spirit of standardising core infrastructure conditions, this agreement boasts:

- An 11% pay increase over 2.5 years
- Paid training
- Increased LAHA (Living Away from Home Allowance)
- Shift Cancellation Payments
- Double time all Sunday nights
- All shift work is on construction double time

The second agreement is for GTE. After 9 months of negotiations RTBU members unanimously endorsed their new Enterprise Agreement.

GTE members were previously some of infrastructure's lowest paid workers, but now they will benefit from:

- An average pay increase of 36% over 3 years
- All double time Sunday nights
- Increased LAHA (Living Away from Home Allowance)
- New Rail Construction Classification Structure
- Paid Training
- Shift cancellation payments
- All shift work is on construction double time

The proposed agreement signifies the end of the disparity of conditions between the labour-hire

sector and the broader infrastructure industry.

The 36% average pay increase brings GTE workers in-line with industry standard rates currently enjoyed by others at Metro, V/Line, and the Tier 1 rail contractors such as John Holland & Coleman Rail.

These EAs could not have been achieved without the unity and hard work of our members employed at TPA and GTE, as well as the efforts of their Delegates.

As a union, we have set the standard for conditions and pay in the infrastructure and rollingstock space, and we will remain vigilant in fighting to ensure all members maintain their hard won wages, conditions and job security.

Never has the importance of one united, industry union been more important.

Contact us

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State Secretary
Vik Sharma

Infrastructure Division
Secretary: Jon Saw

Admin & Salaried Division
Secretary: Steven Kozmevski

Rail Operations Division
Secretary: Darren Galea

Workshops Division
Secretary: Paul Jumpertz

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

Industrial Officer
Amanda Swayn

**Operations & Admin
Organiser**
Sally Van Bragt



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/RTBUvic/





Joe Dennis
Organiser

GEELONG V/LINE TRACK DEPOT

I have continued to cover sites across the state, enforcing safety across the network.

At the Geelong V/Line track depot I recently issued a notice of suspected contravention for overweight welding trucks. Members have also expressed their concerns about headlamps falling off their helmets at night. Two notices were then issued to V/Line to get these matters rectified.

This has resulted in V/Line meeting with the myself, RTBU HSRs and Delegates working towards resolution to get these issues.

I have been out conducting inspections on projects during night shifts, catching out

companies looking to cut costs and safety though underutilisation of safe workers.

I attended a site where there was a 500m track with five pieces of plant operating in the zone where I was shocked to discover that there were no safe workers anywhere to be seen.

This ridiculous kind of behaviour continues to happen during night shifts when companies think no one is watching them. Unfortunately for them, I will continue to visit all sites on night shifts in the coming months to clamp down and hold them responsible.

I have attended several sites this month and found that the so-called "water-filled barriers"

are empty. These barriers are normally used for safety measures near a rail line. While workers could get injured if these barriers are not present, they are useless if they are not filled with water! If you see any barriers that are empty, please raise it with the local HSR/Shop steward or call me.

If you have any issues or want to arrange a prestart or site visit, please call me on 0403 863 869. I'm always here for you.

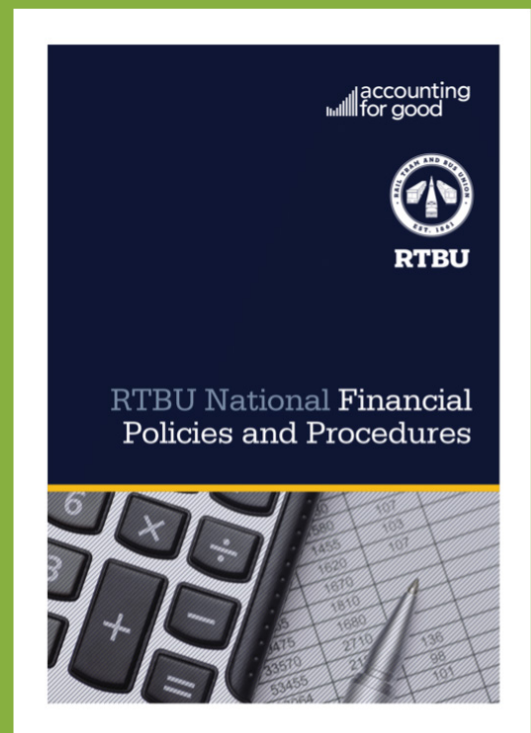
YOUR CONTRIBUTIONS, YOUR RIGHTS, YOUR UNION

The RTBU is run for members by members. We work on the principle of spending each dollar thoughtfully and in accordance with member outcomes.

With transparency at our core, all meetings of RTBU governing bodies are open for members to attend and all relevant information of the union is available to members.

Each year we engage an independent auditor to review our accounts to ensure everything is properly accounted for and represented in accordance with all legal obligations. Copies of each year's audited financial statements are available on our website and submitted to the Registered Organisations Commission for scrutiny.

To find out more about our Financial Policies & Procedures you can find them at rtbu.org.au or you can get in touch on 8630 9100 to make a meeting with our accounts team.





Darren Galea

Secretary Rail Operations Division

SAFETY COMES FIRST

The RTBU has always been committed to creating a safer workplace.

Over the years, the union has pushed successfully to secure more Authorised Officers on the network through agreements with the government and operators.

We have been able to support the growth of the Network Surveillance Security teams, and encourage Joint Task Force operations between the Authorised Officers, Multi-Modal Authorised Officers and the Victorian police.

The RTBU has successfully pushed for an increase in station staff, responding to the growing safety incidents within the Station Grades and pushed for specific training to address safety incidents, allowing Members to be better equipped to handle any challenges.

Continuing to work with the Department of Transport and WorkSafe to achieve safer conditions for our members, we will also campaign for more AOs, more station staff, better and more frequent training of members.

We want to see long term commitment to the WorkSafe "It's Never Okay" campaign and ensuring risk assessments are occurring regularly with direct input from RTBU Delegates, HSRs, Members and Officials.

To keep the pressure on for this campaign, every member must report all incidents of abuse (big or small) that occur. Please forward copies of all reports to safety@rtbuvic.com.au.

Working closely with Trades Hall we continue to work on developing our HSRs, providing more skills/training sessions and direct involvement with our many safety initiatives with our online

HSR meetings proving well attended. During these meetings have created a forum for sharing information and ideas, identifying areas where we need to further develop.

The RTBU has set the standard for companies to consult and involve Delegates and HSRs in any reviews or proposed changes to policy or procedures.

We will continue to maintain a strong stance on work safety fighting for better conditions. We know we can't just rely on corporations, WorkSafe or the law alone to enforce safety on the job for us.

We must organise to guarantee our right to work and come home safe.

RTBU ELECTION: Don't forget to vote!

From Monday 14 November the Australian Electoral Commission (AEC) will have posted out ballots for you to vote in the RTBU General Election. This is your opportunity to cast your vote to determine the future of your union and the representation you receive at work. It is important that you vote.

To make your vote count, complete all voting slips following the instructions provided by the AEC, sign the declaration, and post your ballots back to the AEC in the reply-paid envelope.

If you don't receive your ballot, make sure you contact the AEC directly on (03) 9285 7111.

Democracy keeps our union strong – make sure all your workmates also vote!

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