

RTBU EXPRESS

The Official Newsletter of the Rail Divisions of the RTBU Victorian Branch
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Letter from Secretary

2015 IN REVIEW



**Luba
Grigorovitch**
State Secretary

2015 has been a truly momentous year for the Rail, Tram and Bus Union in Victoria.

This year has been dominated by the RTBU's battle with both Metro and Yarra Trams for a new and just Enterprise Agreement. While the events of our dispute have been dusted over many times and do not need to be recapped, it is the outcome of the dispute that matters: we have won a fair and improved EA in both Metro and Yarra Trams. But our victory was delivered for only one reason: Our members stood tall through thick and thin, and demonstrated their resolve to fight for their EA at every turn of our industrial battle - in voting overwhelmingly to pursue protected industrial action, in the face of attempts by their own employers to derail their right to strike, in their support for our Union at the bargaining table.

We have also seen some noteworthy developments this year in the freight area of labour hire. Sunstone met its long overdue demise in the first half of this year, and we are keeping an eye on the many heads that have popped up in its place.

2015 also saw the RTBU step up and play an important role in the broader union movement in Victoria. Through the ACTU and ALP, we have pushed for vital Truth in Bargaining legislation to be introduced to Australia's industrial relations regime. This will obligate employers to disclose their financial status in negotiations with their workforce, and hence give real transparency to the bargaining system. We have also taken an important role in advocating for family violence leave to be introduced in all workplace EBAs.

It would do no justice to reflect on this year and our achievements without acknowledging the tremendous role played by our delegates. Our delegates are the backbone of our Union, and we could not have seen our confrontation with Metro through without their support and resolve. The strong attendance at our annual delegates' conference in November (the second in as many years) is evidence of the vital role they play in our Union. Their role will be equally indispensable in the year ahead.

Looking to the year ahead, we can look forward to negotiating new EA's with V/Line in Operations and Infrastructure and in Metro in the Infrastructure and Rolling Stock grade, and with the litany of companies active in labour hire. In this, strength through unity will be paramount - should the need for a confrontation with any of these companies arise, we can count on the backing of our Union's national office as well as our fellow unions in Victoria in any fight. We can also look forward to the introduction of all-night public transport on weekends in what is now known

as NightRider. Our attitude towards the State Labor Government remains the same: we are prepared to work with State Government in the best interests of our industry and workforce - but this goodwill must be reciprocated.

I would like to warmly thank our Delegates, Organisers and Union's office staff for their tireless work throughout the year. While they may have been performing in different roles and stations, we could not have achieved all that we have this year without their collective efforts. Last but not least, I would like to sincerely thank you, the membership - your achievements this year have been phenomenal, and the job would be both impossible and fruitless without you.

Every one of you can wear our Union's colours with pride at our achievements.

I look forward to continuing our work in 2016, and wish you all a safe and happy holidays.

Luba Grigorovitch - State Secretary



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AROUND THE TRAPS



Grant Wainwright
Organiser

Metro (EA) vote

There was a great turnout at Metro Mass meetings with a strong YES vote

for the Metro Operations EA. Of those who voted, well over 90 percent voted in favour of the EA. The Enterprise Agreement for Metro has now been signed off. A big thanks to all members who stuck fat during the dispute and stoppages. Your strength allowed the Union to deliver a fantastic outcome.

Homesafe/Night Network

Rosters continue to be worked through in Stations and Signal Boxes. Delegates are doing an amazing job dealing with local issues to ensure that most problems are dealt with promptly. Members with concerns should talk to their local delegate first and if that is fruitless then contact the Union office.



Darren Galea
Organiser

Homesafe/Night Network

Roster committees for Homesafe with delegates and HSR's involved are

continuing, going through the consultation process regarding roster developments for 1 January. Departments such as Authorised Officers, in which rosters are now finalised are still ongoing. Metro and drivers allocations rosters are still being work through.

Fatigue management is also a major concern and discussions are commencing in all departments. There are also working parties created with HSR's and delegates, who are currently going through the process.

V/Line

Uniforms continue to be a major topic of discussion around the traps, and the Union has made many approaches to Management on this issue. Whilst we haven't yet sorted all raised concerns, we have been able to ensure female staff have the option to wear a skirt; that a hat be made available; and that shorts are also still allowed to be worn by Customer Service staff (ie Stations & Conductors).

We will of course continue to work through the other raised issues with delegates from V/Line.

V/Line EA Operations

Following discussion between the State Secretary and V/Line CEO, it was decided to follow the Metro line and attempt to fast-track discussions. The Rail Operations bargaining team are still very much part of the ongoing process and all members will be kept up to date with developments as they arise.

Wilson's Security

Negotiations for Wilson's Security are still underway for a new Enterprise Agreement. We are hoping to get a resolution for the agreement by early next year. We will continue to keep members up to date with all developments.

Pacific National

The Terminal Operators at Pacific National are currently undertaking national Enterprise Agreement briefings all across Australia - commencing Tuesday 15 December in Melbourne and concluding on 22 December in Perth.

The 2015 Agreement In Principle (AIP) Agreement offers:

- A wage increase of 2.5 percent
- Back-pay from 1 July 2015

Christmas/New Year

I will be on call over the Christmas/New Year break so please if required do not hesitate to contact me - SMS would more than likely be the best way and I will call back ASAP - 0421 122 437.

I wish all members of the RTBU a safe, happy and joyful festive season. I look forward to seeing you all in 2016.



- Allowance of \$6000 for early notification of retirement
- Job-sharing added to Enterprise Agreement
- Increase from \$90 to \$150 for pathology tests

I wish to thank all delegates in Rail Operations for their hard work throughout the year. I likewise wish to thank all members for their support throughout the year, and wish them a safe and happy holiday season.

PUBLIC TRANSPORT VICTORIA RESTRUCTURE



Jamie Porter
Organiser

Restructures in the professional grade of our industry is unfortunately becoming the norm or so has become the case for PTV in

2015. This is a hard time for our members as it leaves uncertainty of employment.

Over the past few months Public Transport Victoria (PTV) has been going through an organisation wide restructure which saw a large amount of employees and members applying for new roles within the restructure.

As of the start of December PTV commenced the redeployment phase of the organisation change and has seen over 30 employees having to look for work outside of PTV and now turning to the public sector.

DON'T LET THE FESTIVE SEASON BECOME THE "SILLY SEASON"



Rima Tawil
Industrial Officer

With the festive season in full swing, it is not uncommon to have Christmas parties and work functions booked in the diary for

every other night of the week. The temptation to have "just one more drink" and to share the antics from the night before on your Facebook page can often lead to unintended consequences which can extend to your workplace.

...So as we celebrate the year that has just passed we should remind ourselves of some of the issues that we face when it comes to social media and keeping drugs and alcohol out of the workplace.

With more and more people connecting with the different social media sites, we are finding that the line between work and private

Members still have a right for individual case management during this time which includes guidance, counselling and further training to help secure roles within the public sector.

I have been working with members to ensure these entitlements are being utilised every step of the way.

During this restructure the PTV hubs which are our front line customer service members were also restructured.

The original restructure would have seen one of our members possibly losing their position and having to partake in the redeployment pool.

Due to the strength and unity of RTBU members in the hubs, the membership were able to negotiate for a new full time position located at the Southern Cross hub which will see all members secure a position in the new structure and in addition to that, members

lives can be easily blurred. We continue to represent members who have been called in by the boss to answer to allegations of misconduct arising from social media activities.

Workers, more than ever before, need to be aware of and monitor their online presence particularly during what is commonly termed the silly season - "I was under the influence at the time" is not a get out of jail free card.

Most companies in the railways have in place a social media policy or work instructions which can extend to action taken even if you are not at work. Members need to be aware of the social media policy or procedure at their workplace. Many of these policies expressly provide that a breach may lead to disciplinary action, which may include termination.

The same can be said when it comes to drugs and alcohol in the workplace. These policies and procedures exist not only for your own safety but for the safety of your workmates and the travelling public. There are different

will be directly matched to roles without the added stress of having to re-apply and re-interview for those positions.

It's a great win for members and it proves that being in a union and negotiating with numbers can fight off the likes of restructures which are happening more and more.

I would like to wish all RTBU members in Administrative and Salaried Division and their families a safe and happy holiday season, and sincerely thank them for their support since I came into my role as Organiser at the beginning of the year.

factors that affect how your body deals with alcohol consumption and readings will therefore vary from person to person. Importantly, just because you may feel fine or think you don't still have alcohol in your system does not mean you will be clear. In fact, doubt, don't take the risk.

It is important to remember that drug and alcohol testing in the workplace is not limited to post incident testing. Random testing is now a common practice across many worksites and members should familiarise themselves with the specific procedures in place at your own worksite.

If you have any questions or are called to attend a meeting due to allegations of breaching social media or drug and alcohol policy or procedures please contact your union Organiser.

Be safe and enjoy the festive season!



WRAP UP OF THE YEAR



Bryan Evans
Organiser

The year has come to an end and Infra rolling stock labour hire still has many outstanding agreements at

varying degrees of completion. On top of that there are several key issues and battles following in to 2016;

Brief summary of each.

Metro Rolling stock

Rolling stocks negotiations have been slow going, being significantly delayed due to the demise of depot driving. Over the course of the last several meetings I am happy to report several key issues have progressed, a committee has been established to contribute to the potential establishment of a new trade that will see members gain important skills through the form of nationally recognised trades.

Furthermore in a joint approach by all unions, a 2% wage increase was secured moving forward in exchange for skeleton staffing on Christmas day and boxing day. This will be back paid from July 1 2015 and made paid to members in January.

Metro Infrastructure

After prolonged negotiations with Metro that erupted into a roster dispute during October and November, the new roster trial is set to commence on January 4th, with the intent

to return to bargaining mid-January. The conditions gained are unprecedented and are currently being voted on for other areas of infrastructure, including safe working, motor fitters, structures, signals. It is the RTBUs expectation that they will be written into the new agreement.

Vline Infrastructure

Vline have been hell bent on removing leisure days and implementing casual employees both of which have been wholeheartedly rejected without second thought by the Unions. Negotiations have been slow going but have recently picked up a sense of urgency and it is expected that things will proceed quicker in the new year.

UGL Ballarat

Facing recent redundancies UGL have requested that the members consider a 12month agreement whilst a company wide review is undertaken that will give clarity to the future of the site. For any such offer to be considered job security for our members for the duration of the agreement is non negotiable.

Coleman Rail

A long time overdue Coleman's agreement is progressing, several key claims have already been agreed the RTBU and CFMEU will most surely have an offer by the time this article is published.

Sunstone

In the fight against casualization the biggest claims made in the agreement have been the provision of Full time employment, paid

training and other basic conditions that most of the industry take for granted. Many items have been agreed and an outcome to put to members is expected shortly pending the resolution of several final issues.

Bombardier Regional and West Melbourne EAs

Bombardier West Melbourne have formed their Log of claims and negotiations are set to commence early next year, with the Regional agreement in quick succession. With two new RTBU delegates in place the future is looking bright for bombardier members.

ARTC

ARTC are adamant that the Australian Government Public sector Workplace bargaining policy will form part of their log of claims despite them being operating as a private company. This will essentially leave any wage increases needing to be ticked off by the Australian public services commissioner.

John Hollands

Hollands haven't moved since their offer of 0% over 3 years with near unlimited rostering rights. The unions are not entertaining any such arrangement with the offer being jointly voted down early in the year.



PRACTICAL TIPS FOR USING SOCIAL MEDIA:

- Double check your privacy settings are set on high
- Delete any inappropriate comments and learn how to remove or report offensive material
- Avoid altogether writing comments about your workplace
- Familiarise yourself with the company's social media policy or work practices

Remember, the best protection is to assume that anything you post or share is public and may be seen by your employer. 'George Zanelli'. We apologise for this case of mistaken identity, but nonetheless wish Bryan and Kevin all the best into the future!

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