



# RTBU Station Staff News

CSA & Station Presentation Sub Division Newsletter

"To Organise Workers In The Transport Industry To Protect And Build Their Rights At Work"



Secretary: Terry Johnson

President: John Steck

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## Terry Johnson's Report

Terry Johnson, Secretary of the RTBU Stations Wages Sub-Division has been released to conduct station visits to get station staff feedback in relation to the recent station staff review.

The hot issues to date are below:

- Part Time positions not being filled
- Station Staff standing for unreasonable lengths of time with little or no assistance for a break. Contrary to the agreement reached with the RTBU
- Station Staff not having the option of wearing shorts in line with other employees within Sydney Trains.
- Females being issued with inadequate shirts and not having the same options that are available to males.
- Station staff being removed from Safe Stations during the night period to conduct cleaning activities at other locations.
- Station Staff being expected to remain outside to perform heavy cleaning at night on their own.

All of these issues and many more have been taken up with management.

Terry has been visiting stations for two (2) weeks and out of these a number of other issues have been raised and addressed with Sydney Trains.

Please welcome Terry to your station if you see him doing the rounds and don't be shy.

## Independent Verifier (IV) Issues

RTBU members have been raising a number of issues in relation to the Independent Verifiers (IVs). IVs conduct station and trains inspections for the purpose of doing spot checks on the cleanliness of the station/train and staff presentation inclusive of staff uniforms.

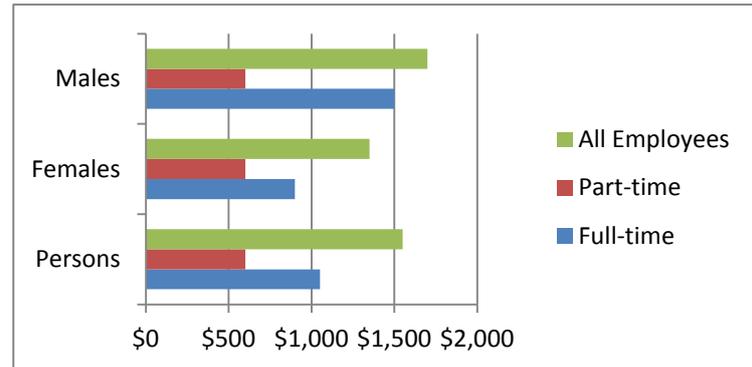
IVs come from a company that is contracted by TfNSW to run a form of quality control and to ensure that Sydney Trains/NSW Trains are meeting the standards set by TfNSW.

The issues that members are experience are outlined below:

- As the cleaner is performing their duties the IV will be going ahead of them before they have had an opportunity to complete their task and score prior to the cleaner completing their task.
- IVs are interfering with cleaners on duty by questioning them about their work methods therefore interfering with their PDs.
- There was also a report of an IV attempting to set up a cleaner by sneaking a piece chewing gum on a wall whilst the cleaner was at the other end of the station. The IV returned to check the location after the cleaner had finished to confirm if the chewing gum was removed.

The RTBU raised these issues at the Station Customer Service Division Consultative meeting which is attended by various General Managers and IR. We are waiting for their response.

## RTBU Members Raise Serious Issues – Part-Timers



Australian Bureau of Statistics – 2015

The landscape of the Australian workplace has changed over the last decade. The expansion various businesses, extended hours of business have brought with it the demand of business for a flexible workforce.

Unfortunately, this has also meant there is a huge decline in workers' rights and conditions.

The Rail industry has not been exempt from these new business requirements.

An example of this is the recent station staff review which saw 75 full time positions being removed and a number of part time positions being created.

The RTBU are part of an ongoing campaign that Unions NSW is running in relation to job security and workers rights. If you wish to be involved in any of these campaigns please contact the RTBU office.

## Diaries Delivery Progress

Please be aware that diaries will be dispatched prior to Christmas.

If you do not receive a diary at your home address please contact the RTBU office to ensure that we have your correct details.



Recent decisions in Fair Work Australia have focussed attention on the lines between the relationship of what an employee does during work hours and out of work hours.

Fair Work has made it clear that employees cannot use social media to vent or express their dissatisfaction with their employer.

‘What might previously have been a grumble about their employer over a coffee or drinks with friends has turned into a posting on a website that may be seen by an unlimited number of people. Posting comments about an employer on a Website (e.g. FaceBook) that can be seen by an uncontrollable number of people is no longer a private matter but a public comment.

It is well accepted that behaviour outside working hours may have an impact on employment to the extent that it can breach an express term of an employee’s contract of employment ... a FaceBook post by an employee may be sufficient to warrant dismissal.’

Employers in many public and private sector organisations attempt to extend employee obligations well beyond the workplace, and hold employees responsible for conduct that may be considered to tarnish or impugn the reputation of the organisation.

From the available law it is probably reasonable to assume that a range of employee behaviour out of work hours may come within the scope of company policies and be the subject of disciplinary proceedings.

These could include:

- When an employee identifies themselves as an employee of the company in public forums, media comments or social media outlets
- This may extend to being identified when in company uniform or displaying company logo in some way
- Using work-related photos (of workplace or work colleagues) in emails, publications or social media sites
- Any behaviour that may be considered employment-related or affect the employment relationship. For example, a personal or intimate situation with a co-worker which then flows into the workplace as inappropriate or unacceptable behaviour
- Criminal proceedings or convictions that may directly affect ability to perform employment duties (E.g.: loss of driver’s licence), or fitness for employment
- Behaviour which could damage the employer’s business or public reputation.

The only sensible advice that can be given to members using FaceBook or other social media is to be extremely careful about what you say and who you say it to.

While you may feel secure communicating on your private computer in the privacy of your own home, you must remain aware that these communications are public and are capable of being scrutinized by other than the intended audience – including your employer.

**If in doubt – don’t post it!**

**It’s not worth losing your job over.**