

Membership Newsletter

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RTBU WA PTA BRANCH UPDATE

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UNION MEME!

CHEERS TO UNIONS



Secretary's Address

By Joshua Dekuyer

John F. Kennedy once said “Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor.”

These words, though spoken in 1960, are as applicable today as they were almost 60 years ago.

We, as a collective of employees, continue to grow! I am proud of what our Union has done, and for what it will continue to do for the worker within the rail industry.

The interest and involvement from those of you on the ‘shop floor’ has been inspiring and fills me with the confidence that I am not alone. When we stand together, there is no limit to what we can achieve and though we have done a lot, there is a lot more to be done.

Unfortunately, times have changed, the economy isn’t what it once was, and so we have an uphill battle ahead of us. Even so it is now, more than ever, time for us to encourage those around us to join us in our good fight for better pay and conditions.

In Unity!

Did You Know? If you have a dispute at work and need to go to the Commission, then you will need the Union to make the application. One more great reason to be a member of the RTBU!

Out on Track!

By Joshua Dekuyer



Below is just some of the recent and current issues and matters being attended to by our Union on behalf of you, the membership:

- Following up on concerns raised around some D&A testing requirements
- Addressing with the PTA the use of 'Stand By' drivers as though they are 'On Call'
- Addressing with the PTA the use of Transit Officers delivering summonses
- Addressing with the PTA their stance on the Health Management Policy and the reimbursement of leave entitlements
- Requesting the PTA to conduct an enquiry into potential breaches of the EBA regarding Transit Officers personal leave and evidence requirements
- Ensuring the PTA's Code of Conduct policy is being applied to non-wages PTA employees such as managers and rostering staff
- EBA negotiations for the Transwa, Urban Rail and MSS membership
- Corresponding with our employment lawyers regarding members individual disciplinary matters
- Supporting members throughout their internal investigation by assisting in the formulation of disciplinary responses and attending interviews
- Referring members to Turner Freeman Lawyers for Workers Compensation matters
- Referring members to Turner Freeman Lawyers to aid in the creation of their free standard wills

And much more...

"Supporting members throughout their internal investigation by assisting in the formulation of disciplinary responses and attending interviews"

THE POWER OF UNION

What Can I do to Help?

A Union is only as strong as its membership base and that why I need your support to spread the word to your non-member colleagues to **JOIN UP!!** Ensure you inform them of the many benefits joining the Union gives them or hand them a copy of the recent RTBU PTA Membership Booklet.

Please remember to advise us of ANY change of details as they occur.

These include:

- Bank Details
- Address
- Phone number
- Email
- Work Location

Communication can only be successful between the Union and its membership if we have the correct information in our membership database.

Backpay for Trainees!

By Joshua Dekuyer

In the recent EBA negotiations I discovered an anomaly with 'Trainee Railcar Drivers' weekly wage rate. It soon became apparent that there had been a percentage calculation error applied to the wage of Trainee Railcar Drivers that could be traced back to 2013.

What this uncovered was, all Trainee Railcar Drivers for the past 6 years had been underpaid by about \$30 per week on their base wage. It doesn't sound like a lot, but this was further compounded by the fact that all penalties, superannuation and alike were also incorrectly paid over an approximate 26-week period per Trainee.

The PTA is now in the process of individually recalculating the arrears due to any ‘Railcar Driver’ that came in as a Trainee since the error occurred and within the Statute of Limitations being the last 6 years.

As soon as the calculations have been made, for each individual affected driver, then arrangements will be made to process the arrears as a one-off payment. This could see as much as **\$1,000** being paid to each driver. With around 140 drivers affected, we will see as much as **\$140,000** being paid out to our colleagues. That's a win!

THE POWER OF UNION

Full Steam Ahead on EBA Negotiations!

We have been flat out recently due to several EBA negotiations running concurrently. Below is a general EBA update.

Delron Cleaning Pty Ltd.'s Enterprise Agreement was recently ratified by the Fair Work Commission (FWC) resulting in members being back-paid and several significant improvements to their conditions taking effect.

MSS's Enterprise Agreement (EA) is currently out for vote with the workgroup. If voted up, and once ratified by the FWC, it will see a significant increase in pay, allowances and improved conditions kicking in for Revenue Protection Officers.

Transwa's EBA is to be signed off any day now by both parties before being lodged with the WAIRC for ratification. Once ratified this will see Transwa members receiving back pay from the 31st of January and several flexibilities taking effect.

The Rail Car Drivers EBA is to be signed off soon and requires ratification by the WAIRC before back-pay and improved flexibilities and conditions can come into effect. The hard work doesn't end there as efforts will be focused on the combined creation of 'Rostering Instructions' and on addressing rostering and fatigue concerns expressed by the Urban Rail membership.



Money coming the Railcar Drivers way!



Time to Negotiate!

“The efforts don’t end there, with continued work to take place on creating ‘Rostering Instructions’ and addressing rostering and fatigue concerns expressed by the membership.”

By Joshua Dekuyer

A Welcomed Development!

Did you know that Transit Officers are now appointed as Railway Special Constables?

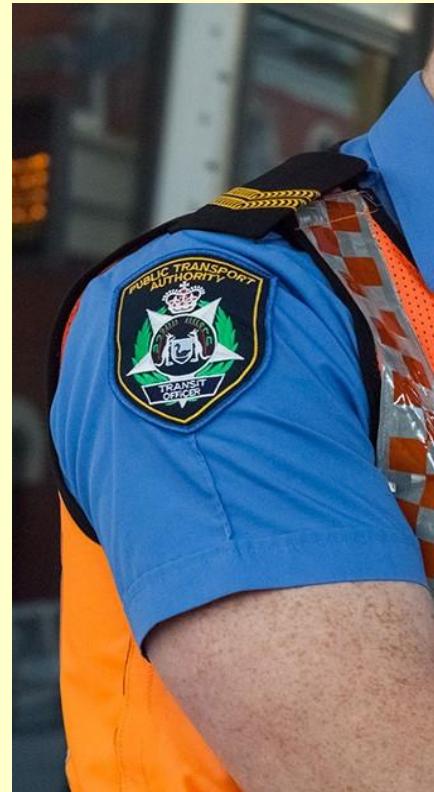
What this means is Transit Officers now, within the limits of the Railway, exercise and enjoy such powers, authorities and immunities, be liable to such duties and have such responsibilities as are conferred or imposed, by law, upon a duly appointed member of the Police Force

This is a welcomed development in the workplace, but it has brought with it some issues that both the PTA and the Union are continuing to discuss.

There has been recent back and forth correspondence with the PTA regarding the legal advice provided to our Union on issues such as immunity, common law and the CI Act.

Our Union is continuing to work with the Security Sub-Branch Delegates and the PTA on these issues to ensure the Security Sub-Branch membership is not at any legal risk as a result of following workplace instructions, policies and procedures.

By Joshua Dekuyer



Transit Officers are now Special Constables



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