

# Membership Newsletter

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## RTBU WA PTA BRANCH UPDATE

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### Secretary's Address

*By Joshua Dekuyer*

It's hard to believe we are already halfway through the year. Collectively we have made significant progress in improving our industry. Whilst this is something we can all be proud of we cannot get complacent in our fight for our future.

Progress is impossible without change, and those who cannot change their minds cannot change anything.

I have had to change my mindset since I started. I am hopeful I have changed your mindset too. We need to now continue to change the mindset of those colleagues around us who are not yet members. I ask that you encourage them to help us to progress. Tell them of the positive things our Union has and is achieving. Tell them they should be standing alongside us. Let us assist them in changing their mind and in becoming a member of this great Union of ours. If our colleagues want a voice, they need to be a member. If they want change, they need a voice.

Being a member is so much more than just having assistance for disciplinary matters. There truly is the bigger picture that if we don't take care to get and keep what we like then we will be forced to like what we get.

In Unity!

### UNION MEME!



### A Quote with Relevance

"Beware of false knowledge; it is more dangerous than ignorance."  
- George Benard Shaw

## Out on Track!

By Joshua Dekuyer



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

- Addressing with the PTA privacy concerns with the new ‘myRIW’ cards
- Exploring the creation of a RTBU Women’s Committee (ongoing)
- Pushing for the ARI payment for Overhead Linepersons (N&I) to be progressed to DMIRS for consolidation into their base rate
- Discussions with the PTA on the construction aspect of the calling for Overhead Linepersons (ongoing)
- Conducting a survey for the Railcar Drivers with the intention of ensuring the creation of a transparent overtime recording system
- Attending Joint Consultative Committee’s for various divisions
- Negotiating an improved shift swap ability for the Customer Relations division and addressing concerns raised about ‘integrity’
- Creation of the ‘Log of Claims’ for the Transit Officers EBA negotiations
- Sourcing family and criminal lawyers to provide discounted benefits to members
- Attending bargaining meetings and other management meetings (with and on behalf of members) from all divisions
- Insisting on the appropriate treatment of members who were told to cease duty on medical grounds by ensuring they are provided alternative duties and/or ensuring their return to duty altogether
- Pursuing minor grievances and clarifying queries for individual members
- Organising delegates training for your workplace delegates
- Supporting members throughout their internal investigation by assisting in the formulation of disciplinary responses and attending interviews
- Corresponding with our employment lawyers regarding members individual disciplinary matters
- Requesting audits and pursuing back payments and corrected changes

**“Insisting on the appropriate treatment of members who were told to cease duty on medical grounds by ensuring they are provided alternative duties and/or ensuring their return to duty altogether”**

## THE POWER OF UNION

## Back Pay!

It came to the attention of the Union Office that there was some discrepancy in the Annual Leave Loading pay rates for Transit Officers, between the values as specified by their Agreement and the values as paid to the Officers.

Our Union then requested an audit be conducted; such audit identified that 155 Transit Officers, contained to TO Level 5, had in fact been underpaid. One initial discrepancy lead to the collective amount of around \$5600 being returned into the pockets of those affected.

We ask that all members remain vigilante, if you have concerns with your pay, contact your payrolls department in the first instance. If you are unhappy with their response, then contact your relevant workplace delegate. In Unity!



## The Battle is Over!

By Joshua Dekuyer

In May's newsletter I made mention of the PTA's and CSA's 'Battle for Better Shift Swaps'. The initial proposed outcome after the shift swap trial saw improvement, but it fell short of our position. It is with joy though that I can report that the persistence of key members and our Union saw the PTA revise their initial proposal and adopt an improved outcome regarding the ability to swap shifts.

Wording that previously inspired severe restrictions (*one swap per fortnight that had to be of equal shift length and wasn't to be a same day swap*) has now been substituted, as rostering instructions, with wording that significantly improves the PTA's and CSA's ability to swap.

With a simplified form, free from unnecessary data collection, PTA's and CSA's can now participate in the following swaps per roster period:

- a) The entire roster period, or
  - b) One week (Sun to Sat) of an equal number of shifts, or
  - c) Up to 3 single swaps comprising of:
    - a maximum of 2 initiated swaps
    - a maximum of 2 same day swaps
- \* with a shift only able to be swapped once

This outcome is a win and demonstrates 'The Power of Union'.



*The battle is over, we won!*

### THE POWER OF UNION

## HMP, MoCA & Weight Management

One of the many tasks, that you may not be aware of, is our Unions endeavour to provide feedback on the PTA's policies as they come up for review. Reviewing these policies is paramount to ensure the safeguard of your pay and conditions and to making constructive changes.

After extensive back and forth correspondence with the PTA, and with the assistance of KRS Workplace Law, our review of the PTA's Health Management Policy resulted in the successful negotiation with the PTA on 'Workers Temporarily Unfit for Duty for Non-Work Related Medical Issues', 'Weight Management' and the 'Montreal Cognitive Assessment' (MoCA).

It is worth noting that the employment lawyer's advice states:

*"the position now adopted by the PTA is relatively worker friendly and that this is the result of the considerable pressure exerted by the Union over the past few months, as evidenced by the correspondence and documentation you have provided to me. The reimbursement of specialist medical expenses and the reinstatement of used leave in certain situations is relatively generous. This coupled with the commitment given to find alternative duties and the fast tracking of specialist appointments leads me to conclude that the position you have negotiated should be considered a successful outcome and is eminently more preferable than lengthy and costly litigation which is unlikely to succeed."*

This outcome is another win and demonstrates 'The Power of Union'.

By Joshua Dekuyer



*It is health that is real wealth and not pieces of gold and silver.*

***"the position now adopted by the PTA is relatively worker friendly and that this is the result of the considerable pressure exerted by the Union"***



## Delegates Training! *By Joshua Dekuyer*

For workplace matters your first point of call should be your workplace delegates. Therefore, I believe it is paramount that your delegates receive training so that they may better understand their role as a Union workplace representative and how their role is intended to work.

This is why the Union will be engaging 'KRS Workplace Law' to provide your workplace delegates with training that will be tailored specifically for our Union and your workplace. This will assist them in assisting you!

## AEC Elections

After each election, the AEC writes to the RTBU to debrief on the election and the processes that were followed. For a copy of the reports and the RTBU's responses, please go to the 'Notices' section on the **National Office** website.

## Union Dues!

Unfortunately, there are members every fortnight defaulting on the payment of their Union dues. Each default results in the Union, and therefore the membership, being charged \$2.50. There is a lot of time and effort that is then diverted to pursuing members' owed dues which we all agree could be better spent on other tasks. We ask that members please ensure that they have enough funds in their bank account on the Thursday of their pay week. We also ask that you advise us of any changes to your bank details to help prevent defaults. Thank you 😊

## Workplace Delegates!

Your first point of call for workplace matters are your Workplace Delegates. Sub Branch Delegates are as follows:

**Customer Relations** - Joshua Ayanami, Helen Martin, Sean Hodgson, David Riley, Cedric Edmonds, Mark Counsel, Tracey Widdington, June Wiscombe and Eric Faranda.

**Security** - Piers McCarney, Jamie Reed, Michael Ioppolo, Matthias Schnisa, Ryan Sumner, Danny Delanty, Mark Byrne, Mark Parsons, Iain Moynihan and Chad Miles.

**Transwa** - Dean Harris, Gregory Brennan, John Pilkington, William Lovely, Anna Mutzenich, Peter Steele, David Busing, Paul Hopkins and Karl King.

**N&I** - Barry Irvine, Ben Nichols, Giorden Goodall, Harry King, Dwayne Knight-Hall, Marco Mitic and Aparangi Hemara.

**Urban Rail** - Terry Joy, Craig Dearth, Kelley Jenkins, Glen Glingin, Michael Falk, John Bray, Sanjeev Banga and Ron Tully.

Kevin Sneddon from 'KRS Workplace Law' is our current employment lawyer and his experience is second to none.

Your workplace delegates will be soon invited to attend a training program which will be made up of the following four modules - 'The role of a Union delegate in the workplace', 'The Dispute Settlement procedure and the role of the WAIRC', 'The role of a safety and health representative under WA legislation' and 'The disciplinary process and unfair dismissals'.



*Your 'Delegates will receive specific training conducted by an expert employment lawyer*



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