



The Rail, Tram & Bus Union's Transit Officers' Sub-Division

New Members' Kit

November 2006

**Level 4,
321 Pitt Street
Sydney NSW 2000
Telephone: 02 9624 3400
Fax: 02 9264 7679**

Welcome To New Members

On behalf of the Transit Officers' Sub-Division of the Rail, Tram and Bus Union (RTBU) we would like to take this opportunity to welcomes you as a new member of the RTBU. The Transit Officer's Sub-Division is part of the RTBU's Operational Division. The RTBU has a long and proud history of working to improve the working conditions and wage rates of all union members.

Within the RTBU the Transit Officers Sub-Division is responsible for working with Transit Officers to improve your working conditions and wage rates while you are a Transit Officer in New South Wales. The success of the RTBU has been because of people like you who have joined our union and worked together to improve working conditions and wages rates. It is important to remember that these achievements could not be gained or maintained by individuals. These gains have been as a result of people sticking together to achieve a better outcome for each other. The RTBU believes a union is about people working together as a team and looking out for one another.

While we may currently enjoy good working conditions the Federal Government's new workplace laws have the potential to greatly reduce these conditions. Hence, we all must remain vigilant to ensure our conditions meet the needs of all RTBU members. To do this we need to have members actively participating in the union. This participation can be as simple as providing feedback to your local delegates to becoming a workplace delegate yourself. If you do nothing else while a member of the RTBU we would encourage you to provide feedback to your union delegates when asked so we understand how you and other members are feeling and what the Sub-Division can do to ensure we are meeting your needs in the workplace.

As an RTBU member, you are entitled to assistance should you require it and all the services provided by the RTBU. Should you require any assistance or advice, please do not hesitate to contact either your local workplace delegate or the RTBU's office.

Once again on behalf of the Transit Officer's Sub-Division and the Operations Division welcome to the RTBU.

Regards,

Helen Bellette
Secretary
Mob: 0419 689 731

Danny Perry
Acting President
Mob: 0409 573 020

Jason Schultz
Acting Vice President
Mob: 0438 636 343



Jason, Helen & Danny your RTBU Representatives

A Brief History

The Rail, Tram and Bus Union (RTBU) (formerly the PTU - Public Transport Union) is one of Australia's major industry-based unions able to cover all employees in public transport and the private rail industry.

It is organised into National Divisions, covering Infrastructure (Perway); Rail Operations; Tram and Bus; Locomotive; Workshops and Salaried and Professional.

The RTBU was formed on March 1, 1993 through an historic amalgamation of the Australian Railways Union (ARU), the Locomotive Enginemmen (AFULE), the National Union of Railway Workers (NURWA), and the Tram and Bus Union (ATMOEA) uniting the vast majority of railway workers in the one union, together with tram (light rail) and bus operators in the public sector.

The RTBU is the workers' response to more than a decade of massive change in public transport. The new union was originally called the Public Transport Union (PTU), but the name was changed in 1998 to Rail, Tram and Bus Union (RTBU) because of the impact of changes such as privatisation on the union's identity.

The RTBU works to promote public transport as an essential element in a fair and environmentally-sustainable Australian society, and to promote the interests of public transport workers as a key to achieving that goal.

The RTBU is affiliated with the Australian Council of Trade Unions (ACTU) which recognises the RTBU as the principal union in the public transport industry. The RTBU is entitled to recruit any worker in the rail, light rail (tram) and the publicly operated bus industry.



RTBU members rally against the new Federal Government's industrial laws in July 2006

HOW THE RTBU ADVANCES & DEFENDS MEMBERS' INTERESTS

Broad Areas of Involvement

The RTBU is active in the following areas to protect the rights and conditions of RTBU members through:

- Affiliating with peak industrial bodies such as Unions NSW and the ACTU, as well as relevant international labour organisations.
- Providing delegates to ACTU nationally and to Unions NSW at the states level.
- Lobbying of governments and industry groups to improve transport policies and practices at a state and federal level.
- Active participation in a broad range of industry, economic and political forums.
- Developing industry and general policy options through research, lobbying and political advocacy.
- Participating in social movements (such as Environmental, Women's Rights, Disability Services, Indigenous Issues).
- Having employee representatives on different management boards such as RailCorp and State Super



RTBU members lobby the Member for Bathurst, Gerard Martin over the Federal Government's new industrial laws

Specific Services for RTBU Members

There are a wide range of services available to RTBU members including:

- Industrial advice, negotiation and representation.
- Legal advice and services.
- Advocacy before the Transport Appeals Board or relevant appeal bodies.
- Representation on inquires into accidents such as the Glenbrook and Waterfall Inquiries.
- Education and Training Services and Resources.
- Communication and Information Resources (such as Rail & Road Magazine, Industrial bulletins, special information publications)
- Access to financial services through *Members Equity*.
- Income Protection through *Wage Cover*
- Holiday Cottages at Sussex Inlet for use by members and their families.
- Superannuation funds and services (First State Superannuation) and employee representatives on the board of trustees.
- Leading the campaign against the Federal Government's new industrial laws through education, organising Community formed Committees and Family Fun Days.



RTBU members receiving delegate and activist training in the RTBU's training facilities

How to Get information

RTBU Membership information is provided to members through:

- The Rail & Road NSW Branch magazine
- The Transit News
- The RTBU Website: <http://rtbu-nsw.asn.au>
- RTBU Circulars
- Sub Divisional meeting
- Emails and SMS's
- Workplace Meetings



TRANSIT NEWS



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Secretary: Helen Bellotti 0419 689 731 A-President (Acting): Danny Perry 0409573020 A/Vice President: Jason Schultz 0438636343
www.rtbu-nsw.asn.au

Don't Mention The Rosters, Safety or Static Patrols

"I Think As Management We Got Away With It. I Don't Think They Heard Us Mention The Roster!"

After much controversy a vote of all Transit Officers was taken to select either Roster F or Roster G. Although Roster F was selected it is important for RTBU members to remember this roster will only operate for 9 months. Your RTBU representatives will be meeting with management in the next month to commence discussions about the next roster. Prior to the vote RailCorp management provided RTBU members with a series of assurances which form the basis of these negotiations including:

- Consideration of a 9-½ hour roster;
- A transparent process starting with the provision of the business needs;
- Development of a new roster within 6 months;
- Ongoing consultation after the full roster cycle.

Management Continue To Rotate on Static Patrols – Ouch!



Management unveil their new strategy to addressing static patrols.

This is an ongoing issue with Transits based at Central and the large amount of Static at Town Hall and Redfern stations is an beyond a joke in relation to our function and job requirements. Management claim teams are rotated and the longest any sub-team will do is 4 hours static but this is not the reality. Management also state there shouldn't be

any problems as teams are required to move around the station not just perform static.

Hello! The reality is teams are doing 7 ½ hour stints day after day because there are not enough team members' to rotate around. For example, if you are on 13:00 for 7 days you will be performing static. As few teams have the optimum number (usually 8 members of a team) and have 2 stations to cover, then the whole team is engaged in that role and there is no ability for rotation.

This then becomes an OH&S issue as many Transit Officers (inclusive of Seniors and Chiefs) are suffering foot issues in addition to the fatigue issue of patrolling the same station day after day. The RTBU is in the process of addressing this issue and members will be kept informed as events unfold.

Safety Must Be About Real More Than Cost Cutting



**A
Manager's
Guide to
Creative
Cost
Cutting**

**181 WAYS
TO BUILD THE
BOTTOM LINE**

David W. Young

Book of the Month for RailCorp's Safety Management Team

RailCorp are trying to create the illusion they are consulting by establishing management dominated workplace OH&S Committees. OH&S committees are supposed to be employee dominated and because of this shift in focus the Transit OH&S committees have not met expectations in relation to improving what we consider to be the overall health and safety of Transits. This has been evidenced by

Authorised by Nick Lewocki, Secretary, Rail, Tram and Bus Union 10 October 2006

A recent edition of the Transit News put out by the Transit Officer's Sub-Division. Considered a must read for all Transit Officers

MOST COMMON CLAIMABLE ALLOWANCES

- Meal Allowances - \$13.55 per shift. Entitled to another Meal Allowance if worked 2 hours overtime or
- Country Trips - Taree - \$45 per day. Coffs Harbour - . Orange - .

Your Workplace Delegates Contact List

Name	Position/Area	Contact Number	Email Address
Helen Bellette	Secretary / Central	0419 689 731	Helen.Bellette@railcorp.nsw.gov.au
Danny Perry	Acting President /Central	0409 573 020	Danny.perry@Railcorp.nsw.gov.au
Jason Schultz	Acting Vice President Parramatta	0438 636 343	Jason.Schultz@Railcorp.nsw.gov.au
Adrian Catt	Coordinator WorkChoices Campaign Parramatta	0425 362 917	Adrian.catt@Railcorp.nsw.gov.au
Leigh Green	Delegate/ Parramatta	0409 454 843	Leigh.green@railcorp.nsw.gov.au
Kim Martin	Delegate/ Parramatta	0409 446 584	Kim.martin@railcorp.nsw.gov.au
Tony Ryan	Delegate/ Parramatta		Anthont.ryan@Railcorp.nsw.gov.au
Phillip Street	Delegate/ Parramatta	0419 985 108	Phillip.street@railcorp.nsw.gov.au
Michael Payne	Delegate/Central	0403 079 998	Michale.Payne@Railcorp.nsw.gov.au
Mark Woodward	Delegate/Central	0437 308 020	Mark.woodward@railcorp.nsw.gov.au
Carl Smith	Delegate/Central	0419 165 661	Carl.smith@Railcorp.nsw.gov.au
Justin Watt	Delegate/Central	0437 147 157	Justin.watt@Railcorp.nsw.gov.au
Andrew Sellars	Delegate/Central	0418 675 371	Andrew.sellars@railcorp.nsw.gov.au
Craig Farmilo	Delegate/Central	0409 456 201	Craig.farmilo@railcorp.nsw.gov.au

RTBU Structures

The RTBU has a National Office located in Redfern and six State Branch Offices across Australia. The State Branches handle the bulk of day-to-day needs of RTBU members with RTBU Officers co-ordinate and leading negotiations issues including:

- Providing industrial support to members including assisting in the negotiation of Enterprise Agreements;
- Providing trade union training to delegates and activists;
- Handling individual workplace grievances;
- Providing representation at the Transport Appeals Board and at the Industrial Relations Commission;
- Developing reports and papers relevant to transport issues;
- Organising community based campaigns to support issues relevant to RTBU members and their industries; and
- Providing legal support and advice on financial, medical and other issues affecting members in their working lives.

Branches are mainly organised on Divisional lines, though in smaller branches some Divisions are combined for efficiency reasons. Elections are held for Officers at each level.

The Union rules should always be consulted for detailed guidance to specific union structures and their functions and responsibilities. However, the broad structures of the RTBU can be broken into four elements:

1. Workplace Representatives.
2. State structures.
3. National structures.
4. Peak councils at national, state and provincial levels.

National Council

National Council is the supreme governing body of the national RTBU. It meets biennially with the union's state and federal officers and delegates representing each state branch.

National Council receives reports and recommendations from state branches and national divisions and makes decisions that are binding on all state branches and the national executive. Issues can also be raised by individual delegates. National Council has the sole authority to authorise rule changes proposed by branches and Divisions.

National Executive is the national governing body of the union between national council meetings. It has the power to deal with all national issues affecting the branches, including Reports of the national secretary and national officers. It is comprised of elected officers from each state branch plus national officers.

National Office administers all union matters at a national level, including federal awards and determinations before the Australian Industrial Relations Commission. It co-ordinates national campaigns and strategies and is responsible for the running of the National Office, representation of the union on national bodies (ie the ACTU).

The National Council is composed of:

- The National President (1);
- Two (2) National Vice Presidents;
- The National Secretary (1);
- Six (6) Assistant National Secretaries;
- At least nine (9) Branch Delegates;
- Plus delegates elected from each Branch Division on the basis of one thousand members or part thereof; and
- Branch Secretaries are ex-officio members.

The National Divisional Committees meet the day before National Council and are made up of the following Divisions:

- National Administrative, Supervisory, Technical and Professional Division
- National Infrastructure Division
- National Locomotive Division
- National Rail Operations Division
- National Tram and Bus Division
- National Fleet Manufacture, Overhaul, Maintenance and Service Division

National Executive

The National Executive is the RTBU's Committee of Management which meets three times in each two years between National Council Meetings. It is composed of:

- A National President;
- Two (2) National, Vice Presidents;
- The National Secretary;
- Six (6) Assistant National Secretaries;
- Each State Branch Secretary; and
- Branch Delegates.

The NSW Branch

The basic operational level of the RTBU in NSW is the NSW State Branch.

The RTBU NSW branch is a branch of the federally registered RTBU. The union also has separate state registration. The RTBU (NSW) is a state registered union which operates under a number of federal awards covering rail operations grades, perway and signalling grades, locomotive engine drivers, bus operators and workshop grades.

The state registered RTBU (NSW) has a separate legal existence to that of the RTBU NSW branch, but the members of the state registered union are also members of the Branch.

The Branch Council is the highest body in the Branch and consists of the:

- Branch President;

RTBU's Transit Officers Sun-Division's New Members Kit

- Branch Vice-President;
- Assistant Branch Secretaries;
- Branch Organisers;
- Branch Divisional Presidents; and
- Delegates elected by the divisions.

The NSW Branch is consists of the same divisions as the National Divisional Committees:

- National Administrative, Supervisory, Technical and Professional Division
- National Infrastructure Division
- National Locomotive Division
- National Rail Operations Division
- National Tram and Bus Division
- National Fleet Manufacture, Overhaul, Maintenance and Service Division

NSW BRANCH COUNCIL AND EXECUTIVE

Authority and administrative control of the RTBU is vested in Branch Council and in the Branch Executive, which are both composed of elected member representatives and elected officers of the branch.

Each Division of the union elects its representatives to the Council by postal ballot of the rank and file members every two years.

The Branch Council's main function is to ensure that the union operates within the policy framework as laid down by Council from time to time and to make decisions concerning general industrial issues affecting the union at NSW Branch level. The Branch Executive deals with administrative and policy issues that arise from time to time between meetings of Branch Council

Your Sub-Divisional Representatives

The Transit Officer Sub-Division is part of the Operations Division and has the following positions which coordinate the activities of the Sub-Division under the registered rules of the union:

- A Secretary;
- A President;
- A Vice President; and
- Committee persons as required.

Definitions:

- **Sub-Branch:** Formed by the Branch Council for all members in particular region.
- **Branch Sub-Division:** Formed by the Branch Divisional Committee for members in a particular region.

HOW RTBU POLICY IS DECIDED

- 1. STATE BRANCH OR DIVISIONAL COUNCILS:** Authority and administrative control is usually vested in a council or committee composed of elected member representatives and elected officers of the branch or individual divisions.
- 2. STATE BRANCH OFFICE:** The branch is administered by a number of full-time officials, usually consisting of President, Secretary, Assistant Secretary and various organisers and other specialist staff. The office deals with all state matters including awards and local agreements. It provides industrial support for workplace representatives, co-ordinates state industrial activity and provides most member services. Most of the day-to-day industrial relations problems that the union attends to are dealt with at the state level. It is common for Workplace Delegates after having tried to resolve the issue locally they will then refer a dispute to the organisers, who will then attempt to resolve the dispute with management. The organiser is the full-time official most in contact with the members.
- 3. FEDERAL:** National Council is the national governing body of the union. It has either the power to direct state branches or make recommendations which must be accepted by a majority of state branches and the divisions affected before they are binding. It is usually comprised of elected delegates or officers from each state branch plus national officers.

National officers administer all union matters at a national level, including federal awards and determinations before the Industrial Relations Commission. It co-ordinates national campaigns and strategies and proposes more detailed industrial examinations. It is administered by an executive, the top position being that of the Secretary.