



# MEMBERS' BULLETIN

## RAIL TRAM AND BUS UNION

Bulletin No: 78/2009

10<sup>th</sup> December 2009

ALL RTBU MEMBERS: CITYRAIL STATIONS

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## STATION REFORM UPDATE

The RTBU have been working through the many issues caused by RailCorp's cuts to station staff. There are many aspects to the reform that impact on you the members and an update on the issues are listed below:

### CSA rates of Pay

The RTBU have made ongoing representations to RailCorp regarding our expectation that all CSA's that are qualified in CSA 2 competencies be paid from the date of implementation. RailCorp's position has been that CSA1's will be paid what RailCorp call a CSA First Year Rate for 12 months and then they will be paid the same rate as a CSA in the new structure.

Today RailCorp put forward to the RTBU that all CSA1's who have been acting as a CSA 2 for a period of 12 months or longer will be paid the CSA thereafter rate. This is a move in the right direction but is still unacceptable to our members. RailCorp are still considering their position and we hope to have their final answer this week so that you the members can decide what action we take next.

The RTBU believe that our position would be a sensible and fair outcome and could avoid a long, costly and drawn out legal argument.

### Rostering

The RTBU have placed all Stations Rostering in dispute. This decision was made following revelations that members have been directed to sign on and off at different sign on points, being unreasonably expected to change shifts without proper notice, expecting employees to put their lives on hold whilst RailCorp makes their mind up where to roster you, directing members to work split shifts and not taking members family and personal commitments into account.

A meeting on this subject under the Dispute Settlement Procedure is expected to take place this week.

### Holiday Rosters

The RTBU wrote to RailCorp sometime ago requesting that they supply holiday rosters to our members. RailCorp responded by providing those rosters but it is clear that some members have been disadvantaged due to a lack of notice being provided hindering our members ability to properly plan a decent holiday.

Following representations to RailCorp they have agreed to adjust those holiday rosters that have disadvantaged members. Those members who believe they are in this situation should contact their manager in writing with a copy to be sent to this office.



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CSA's who are temporarily working the PSD rosters have not been provided with Holiday Rosters. This issue has been raised with Andy Byford and the RTBU are currently awaiting a response.

In the interim while we are waiting on RailCorp we ask that any members who require leave or to make arrangements for holidays and have not been provided a Holiday Roster, to submit your leave request to RailCorp and the RTBU will support members in obtaining dates so that employees can plan their holidays.

### Presentations Services Division

Those CSA's who have been temporarily located to station cleaning would have received information from RailCorp outlining the conditions under which they will be undertaking cleaning on stations. The RTBU warned RailCorp that they needed to properly plan for cleaning positions at major locations. Although RailCorp have guaranteed that members will not be temporarily placed for any longer than March next year the RTBU are pressuring RailCorp to recruit cleaners to allow members to be placed into a position on stations and get on with their life!

### Filling of remaining vacancies

Although the majority of remaining vacancies of stations following the reviews will be relief positions the RTBU have been attempting to negotiate a merit process that is fair and transparent. RailCorp have advised that they intend to hold a ballot process/lucky dip to fill remaining vacancies.

We have informed RailCorp that members would be incensed if they were to progress with a Ballot process as this method has been tried in the past without success.

RTBU representatives and members have advised that their preference is to have a merit system based on experience. This ensures transparency in the process.

We will be meeting with RailCorp this week to discuss this matter further.

### Translations

To date the RTBU has dealt with in excess of 220 members pertaining to the translations of people from the pre-review positions to their post review positions. This has been a long and drawn and difficult process. To date 182 have been resolved with the remainder outstanding. We envisage that this number will increase and the RTBU were successful in having RailCorp Senior Management meet with us on a weekly basis to work through these issues. This process continues.

### Post Review Feedback

Members would be aware that the RTBU were able to bring RailCorp to the table to review the outcomes of the staff reviews. Members have responded to the review in big numbers and the review committee is meeting on a weekly basis. Once again this is proving to be a difficult process with our committee ensuring that all feedback from members is properly analysed.

The RTBU have requested that there be more frequent meetings of the committee to ensure members feedback is dealt with in the most efficient and effective manner. For those of you who have submitted feedback we would like to thank you for taking the time to provide the RTBU with this information. Due to the amount of feedback received and work that involved in representing each issue we ask for your understanding if there are delays in reporting back to our members on the status of each issue.

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## **Station Wages Members request Meeting with the Chief Operating Officer**

Some senior RTBU station wages delegates met last week to discuss the many issues that have impacted on members resulting from the station reform. It was resolved to request a meeting with the Chief Operating Officer Andy Byford to allow these delegates to put their case directly to him.

Andy Byford has agreed to meet this coming Friday with these delegates. Delegates will report back the outcomes of their discussions

**Bulletin Issued By**  
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