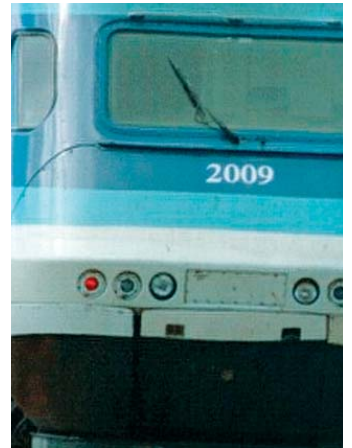
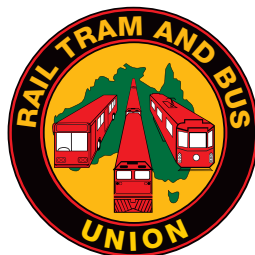


Rail Tram and Bus Union NSW Branch



MEMBER SERVICES





While the primary objective of trade unions may be to advance and defend the interests of its members, through maintaining wages and other monetary compensation for work and improving the conditions under which work is performed, this is not the only side, or benefit of being a member of the union. Workplace issues and related industrial activities are an important aspect of a broader social, welfare, economic and political role which unions actively pursue.

One way of expanding these roles for Locomotive Division members is to actively seek Alliance Partnerships. The Locomotive Division has been in the process of forming and consolidating Alliance partnerships with supportive and like-minded groups to provide a range of additional services, discounts and facilities for RTBU Locomotive members. To date these include:

- The NSW Railways Institute
- Encompass Credit Union
- WageCover
- Railway Employees Welfare Fund

Information on these partnerships, and the services provided for members is provided in this Membership Kit.

The ultimate motivation of most unions may well be to secure the best conditions for workers but in order to effectively achieve this objective, functions and activities must necessarily extend to processes with a wider social impact. Unions lobby around 'social wage' issues including tax concessions, health, price regulation, social welfare provisions, housing, transport, education and environmental issues.



CONTENTS

How the RTBU advances and defends the interests of its members	3
Direct member services	4
General services for all union members	5
Services provided by the RTBU	5
RTBU training	5
Other RTBU services	6
RTBU Holiday Parks	7
150 Years of Work on the NSW Railways	8

The RTBU Rules set out the main objects of the Union. The 28 objects listed in the Union Rules indicate the broad range of issues and activities which the Union sees as part of its legitimate role and responsibility.

Some of these include:

- to uphold the rights to combination of labour, to maximise the amount of labour employed within the rail, tram and bus industry and to improve, protect and foster the best interest of its members;
- to provide for the protection and safety of its members and members of the public in the course of or in connection with it's members' employment;
- to assist members or their families in distress
- to formulate and carry into operation schemes for the industrial, social, recreational, intellectual and general advancement of members and to make arrangements with persons engaged in any trade, business or profession for the provision to members of any special benefits, privileges and advantages and in particular in relation to goods and services;
- to provide information on industrial, economic, social, legal and political matters affecting members;
- to undertake and do all such acts, matters and things as may be necessary, incidental or conducive to the attainment of the above objects.

How the RTBU **advances and defends the interests of its members**

- Delegates to ALP conferences, directly involved in debates around policies which affect rail, tram and bus industry and conditions
- Policy committees (e.g. Transport Committee) of ALP, ACTU and Unions NSW;
- Industrial affiliations with peak union bodies such as Unions NSW and the ACTU, as well as relevant international labor organisations;
- Delegates to ACTU Congress; delegates to Unions NSW;
- Lobbying of governments and industry groups
- Input into a range of industry, economic and political forums;
- Industry and general policy formulation;
- Input into social movements (such as Environmental, Womens Rights, Disability Services, Indigenous Issues);
- Employee board members on corporations (e.g. RailCorp; State Super).





Direct member services

Unions also provide a range of direct membership services, many of which are less directly linked to immediate working conditions and more aimed at improving members general living conditions.

An area which is often overlooked or under-valued in any discussion of union activities is that of direct services to members of an industrial or non-industrial nature. Obviously union resources are used to provide industrial information, education services and representation before company management and industrial tribunals. Unions also finance a range of other benefits from union revenue or membership levies, including legal aid, health insurance, taxation advice, financial funds, dental services, education programs, scholarships, holiday units and packages, superannuation benefits, social clubs, credit unions, housing loans and a range of other social, recreational and welfare facilities for union members.

There are a wide range of services available to union members either through the union movement generally or directly available from the RTBU.



Examples of these services include:

General services for all union members

- Negotiation of working conditions and entitlements
- Day-to-day grievances and disputes
- Monitoring and enforcement of awards and agreements
- Representations in workers compensation matters
- Advice, education, training and information resources available from peak organisations such as Unions NSW or ACTU
- Financial advice, services and discounts provided through organisations such as Chifley Financial Services and other financial institutions
- Legal advice and services

Services provided by the RTBU

In addition to the general services, the RTBU also provides the following specific services to its members:

- Industrial advice, negotiation and representation
- Legal advice and services

- Advocacy before the Transport Appeals Board or relevant body.
- Representation on inquiries into accidents
- Education and Training Services and Resources
- Communication and Information Resources (such as Rail & Road magazine, Around the Tracks and Loco Express, industrial bulletins, special information publications)
- Referrals for Home Loans and other financial services
- Holiday Units 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
- Buildings and facilities for offices as well as investment (e.g. Head Office, Redfern, Newcastle and regional offices, holiday park)

Thus, in practice the RTBU is involved in a wide range of industrial as well as social and political roles and activities, defending the interests of its members as workers as well as consumers and citizens. The role of unions can be described then as a significant industrial force, as well as a significant social and cultural voice.

RTBU training

The Union believes it is essential to provide skills development and resources for union delegates on-the-job to enable them to competently and skilfully protect the conditions and interests of members.

A number of training courses are provided to RTBU members. These include:



- Job Representative Training Program
- Delegates Organising Training
- Occupational Health & Safety Training
- Consultative Committee Training



Other RTBU services

In addition to our range of industrial representation, advocacy, workers compensation protection and negotiation of award and other working conditions and legal services provided to all RTBU members, there are a number of other services which members may not be as familiar with.

The Union provides a wide range of direct and indirect services to RTBU members and their families, and continues to investigate new services which can be provided. Some of the services currently include:

Financial services

- Chifley Financial Services which provides a wide range of financial advisory, planning and investment services to RTBU members
- Negotiating with institution in providing finance for home loans reduced interest rates and waiver of application, valuation, approval and account keeping fees for RTBU members.
- State Super Financial Services which provides superannuation, retirement advice and planning and investment services.
- Discounted Tax Return service, through arrangement with Noel French and Associates, RTBU members receive discounts off their personal tax returns
- Credit Card and discounted financial services for union members and a wide range of highly personalised financial services.

Mortality benefits

Funeral Benefit (on application) Families of deceased financial members are entitled to a funeral benefit of \$2,500 to assist in the cost of the funeral.

Legal services

White Barnes deals with all members of the RTBU (Locomotive Division) they have experienced practitioners to deal with contracts, businesses, buying or selling a home, industrial law issues and preparations of Wills.

Free will service

Most people who are well organised have their bills sorted out and money put aside to meet the regular bills that we all receive. One important matter that is often overlooked is the making of a Will. This is the most important document that each of us should have.

If you pass away without a Will this can create problems for your family or next of kin. As a special offer to RTBU Locomotive Division Members, White Barnes Solicitors is offering a free Will service.

If you have not yet made a Will or want to update your existing Will you can contact the Union Solicitors on telephone (02) 9263 3233 to make arrangements.



“Proudly associated with your union for over 40 years.”

Practicing in all areas of law including:

- Litigation.
- Property and Conveyancing.
- Wills, Probate and Estates.
- Family Law.

We regularly attend all major centers in regional New South Wales.

Before you do anything contact us for an appointment.

Sydney	02 9263 3233	Toll Free 1800 451 343
Parramatta	02 9891 1900	Toll Free 1800 622 602
Gosford	02 4324 4211	



Relax by the water and take in the natural wonders of Booderee National Park. Modern two bedroom units with remote control TV and microwave ovens.

Enjoy the fishing, swimming, snorkelling, boating or have a game of tennis, followed by an undercover barbecue.

Water on one side and natural bushland on the other. Take in the sights around Jervis Bay, or go on one of the many bushwalks and enjoy the natural flora and wildlife. Do a lot or do a little.

Union members have enjoyed the benefits of an affordable holiday on the shores of Sussex Inlet since 1948. The then ARU Holiday Camp was established as the first union holiday park in the country. Over time, the original old weather board huts on stumps have been replaced by modern brick units and serviced caravan sites with a range of modern amenities and facilities.

The RTBU Holiday Park has a manager on-site, a kiosk, laundry Facilities, public phone, boat ramp, tennis court and barbecue areas, making it a high

quality and popular holiday destination. What hasn't changed is that the Holiday Park is designed to provide union members and their families an affordable and enjoyable holiday location.

The RTBU also has Holiday Parks in Rosbud Victoria and Bribie Island in Queensland. For information or booking for (Kayleen Court), Rosebud call 039802 5122 and for Yambacoochie, Bribie Island call 07 3839 4988

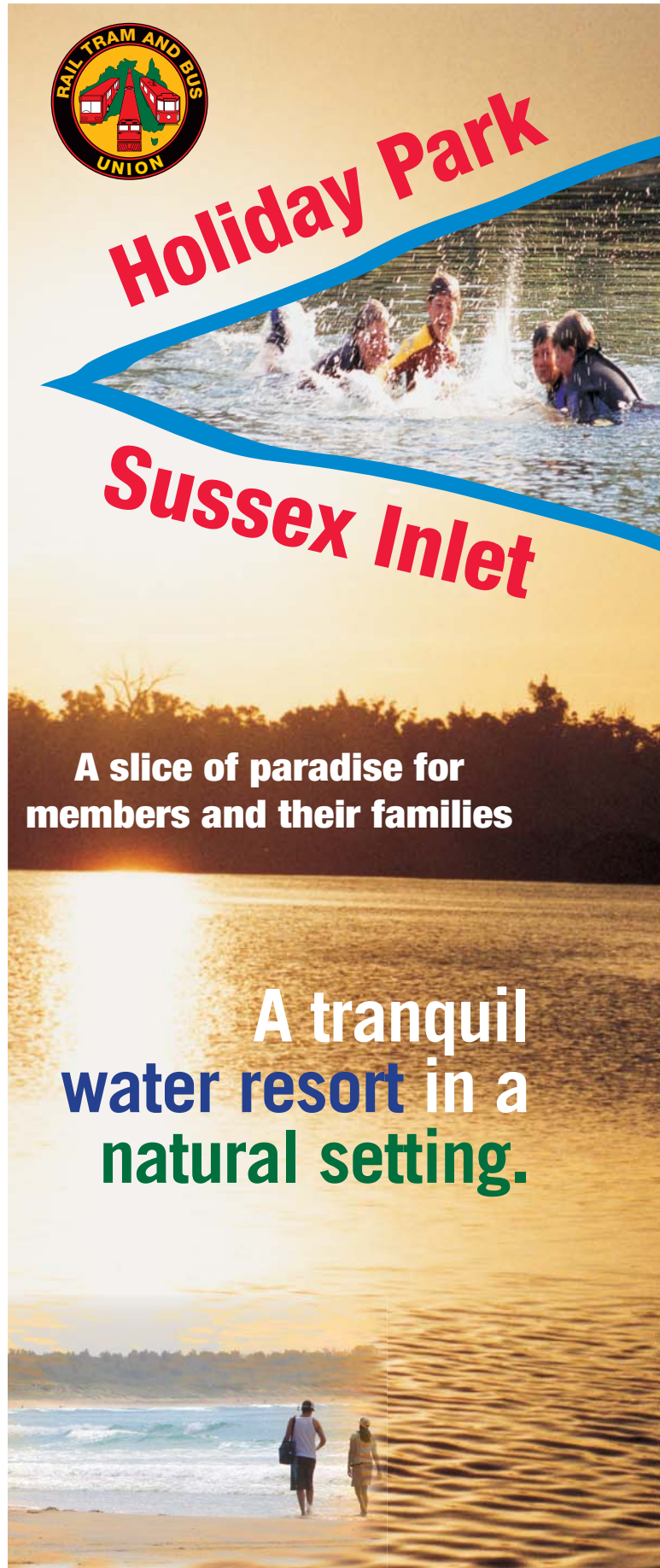


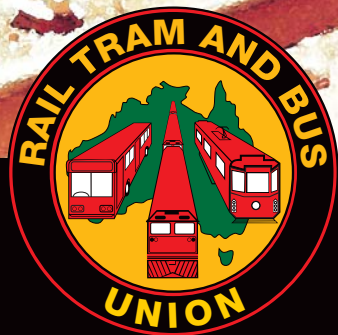
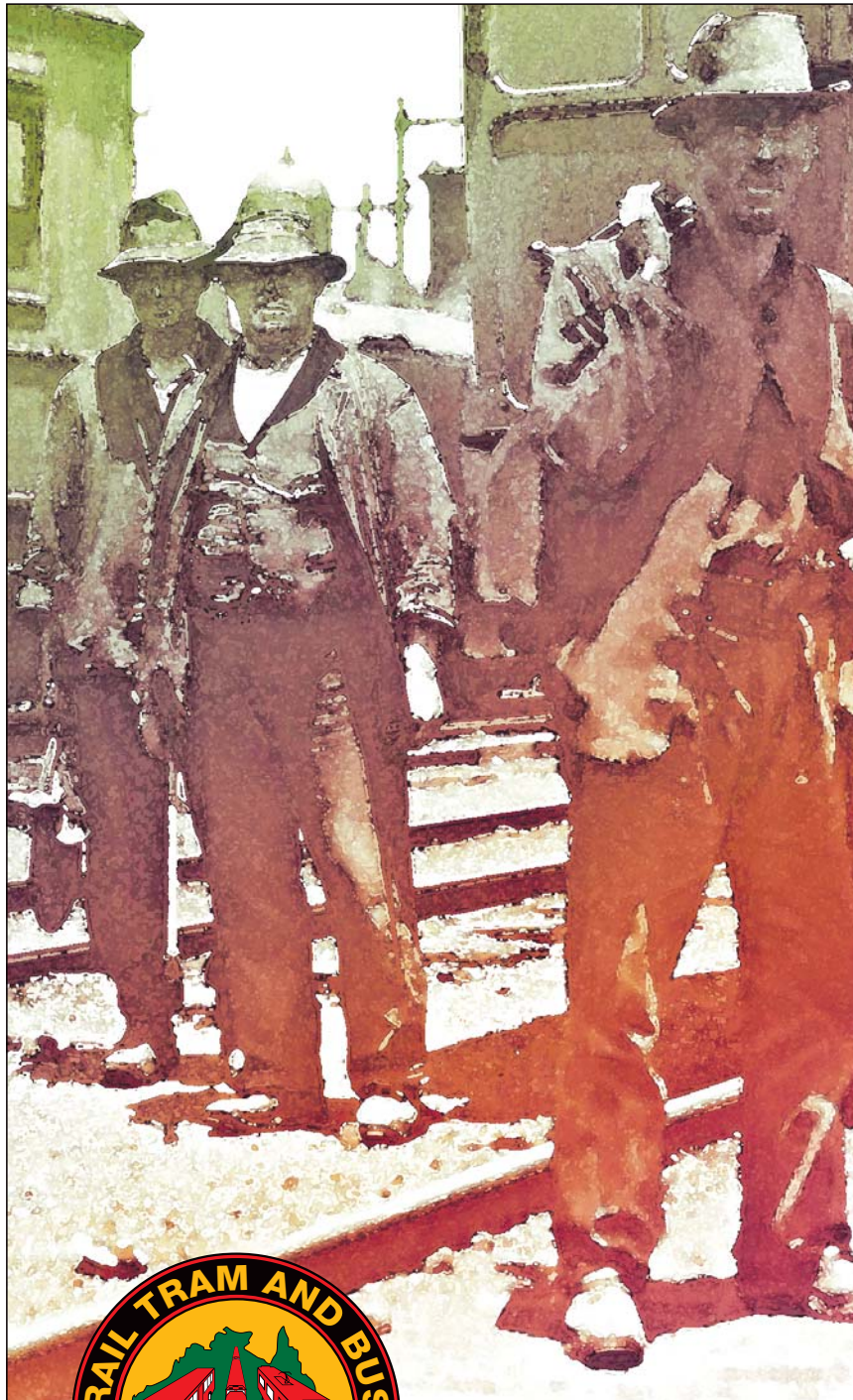
Holiday Park

Sussex Inlet

A slice of paradise for members and their families

A tranquil water resort in a natural setting.





celebrating **150**
years of work on the railways

150 Years of Work on the NSW Railways

In 2005, the RTBU commemorated 150 years of the railways in NSW with a number of special projects. These included the design and development of a poster series (six posters) depicting different major areas of work in our industry. The Union sponsored the collection and performance of railway industry music and poetry. As another permanent legacy, the RTBU also commissioned and published the book 'Working Lives – Celebrating 150 Years of Work on the NSW Railways'. These, and other union merchandise are available for purchase from the union office. For more information, telephone (02) 9264 2511