

# Membership Newsletter

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## RTBU WA PTA BRANCH UPDATE



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### Secretary's Address

As Branch Secretary, it is a difficult message for me to give our public sector members that government is continuing with its wages policy and only willing to offer \$1000 per annum as a base wage increase.

With the [Western Australia 2020 - 21 State Budget](#) handed down this month, it has been an especially hard pill to swallow knowing that the State's finances have returned to surplus and that debt has declined.

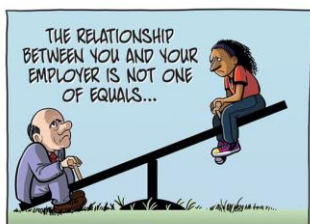
The McGowan Labor Government focused its response to the COVID-19 pandemic on maintaining and creating new local jobs and supporting the on-going recovery of the WA economy. They argue their strong budget and economic management over the last three years, which included the \$1000 wage cap, gave them the fiscal capacity to respond to our call to protect public sector wages during the uncertainty of the pandemic. Something no doubt we are all thankful for.

Unfortunately, it appears they may have forgotten that it was in fact public sector workers, like the police, fire fighters, nurses, teachers, prison officers, and railway and transport workers who provided true support, through the height of the pandemic, when WA needed it most.

They've ignored our movements calls to bring the restrictive wages policy to an end. It is a disappointment, to say the least, to see our government choose infrastructure over its workers.

But our fight is not over, in fact it has just begun. Know that I continue to work collectively with other public sector union leaders to strategise on our next step as a movement, as it will take collectivism and unity, to break the back of the current wages policy.

### UNION MEME!



### A Quote with Relevance

*"Old ways won't open new doors."*

- Ramji

## Out on Track

by Joshua Dekuyer



Below are just some of the recent and current issues/matters dealt with by our Union:

- Attended a meeting with the Transport Minister, and the PTA's General Manager and Managing Director, to discuss concerns with the 'late night' trains.
- Supported numerous members through discipline investigations, including drafting responses to allegations, achieving successful penalty decisions for all.
- Responded to emails, filtered calls, and gave advice to countless members on a range of topics and issues.
- Worked on and created the 'Log of Claims' for TransWA, EDI and TTO Driver bargaining.
- Continued work with National Office and the WA Branch on the rules, plan, and structure of an amalgamated RTBU in Western Australia.
- Attended numerous different meetings with DMIRS, Public Sector Union leaders, UnionsWA and the Labor Party to discuss wages policy, election asks, and alike.
- Attended steering committee meetings for "The Public Good" campaign.
- Continued lobbying the government to see contracted services such as those provided by RMC, MSS, EDI, and Spotless brought back in-house.
- Conducted numerous site visits at stations, lines, and depots to meet with members.
- Attended a demonstration of, provided feedback on, and negotiated the multimillion-dollar Workforce Management System (WFM) being rolled out in 2021.
- Created information sheets on 'The Public Sector', 'Wages Policy' and "Bargaining" to assist bolstering members understanding of each topic.
- Referred and managed members interaction with industrial, family, and workers/criminal compensation lawyers.
- Commenced Enterprise Bargaining Agreements for TransWA and EDI Bombardier.
- Completed the WA PTA Branch report to be tabled at National Executive.
- Assisted and guided the process of elections for rostering representatives, cab committees and alike.
- Reviewed, gave feedback, and caused change to PTA policies/procedures.

*"Continued lobbying of government to see contracted services such as those provided by RMC, MSS, EDI, and Spotless brought back in-house."*

## THE POWER OF UNION

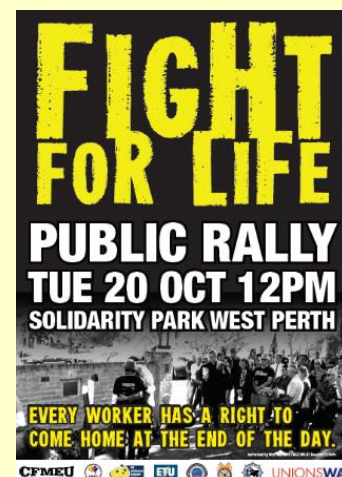


## Fight for Life by Joshua Dekuyer

Every worker has a right to come home at the end of the day. Tragically, we saw a number of workers in WA this month killed on the job. This is why we attended the 'Fight for Life' rally at Solidarity Park on Tuesday the 20<sup>th</sup> of October 2020 in support of workers everywhere in this country.

Our Union and a number of members attended in solidarity with leaders and rank and file members from all Unions across WA. It was a great turnout, all who attended simply wanted to see a fair and safe workplace for every single worker. We must stop workplace deaths and hold people who kill a worker to account for their greed and indifference to the lives of working West Australians.

In a perfect demonstration of the 'Power of Union' the new Work Health and Safety Bill, pushed by UnionsWA, was passed in the upper house 2 days later which will soon deliver a substantial improvement on the model WHS Act in key areas such as union rights, increased rights for workers to cease work, additional duties on employers and industrial manslaughter provisions. This will act as a deterrent and ensure all workplaces focus on improving safety culture. A win for all workers in WA.



## Tailor-Made!

For those of you who may be unaware, the PTA is stepping away from RAPS and into the future of rostering. Our Union has been instrumental in the push for the PTA to consider the latest technology available to modernise its operations. What started as an ‘off the cuff’ comment made by our Union two years ago has resulted in the PTA partnering up with ‘Trapeze’ to engage their proven, tailor-made, rail specific technology.

The PTA, as a rail operator, is required to manage complex services with unique criteria, conditions, rules, and regulations, which is tough to do both manually and cost effectively. Through the Workforce Management (WFM) technology architecture and strategy, that Trapeze offers, the PTA saw opportunity to increase efficiency and improve planning, day of operations and service delivery.

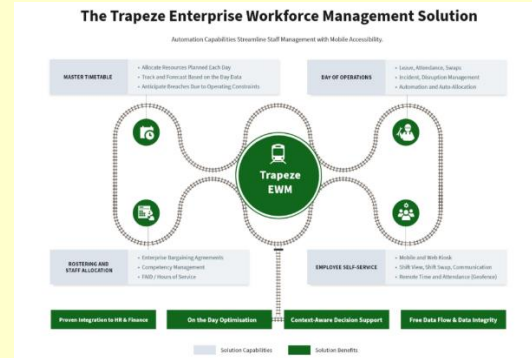
Trapeze’s WFM solution provides the tools necessary to streamline daily tasks to save time and cost through using built-in system algorithms to incorporate rule set definitions and conditions, from EBA and FAID scores to training, qualifications, and knowledge compatibility to better manage shifts and employees. This is why what we do as Union is so important, as the rules from agreements, and supplementary documents, such as rostering instructions, will ‘become’ those algorithms. Our continued negotiation and safeguarding of these agreements and surrounding documents are therefore paramount.

Having had my first demonstration of the WFM system this month I have seen first-hand how the technology will positively impact employee work-life balance through access to workforce management via mobile devices, enabling members to self-manage shifts, view rosters, notify of attendance, manage shift swaps and leave requests, and sign-on/sign-off remotely.

More importantly to some, I can see how the system, which will first be rolled out to TTO Drivers early 2021, will become a ‘game-changer’ in the fair and equitable building of operational rosters. When it comes to the allocation of overtime, weekend shifts, stand by shifts and alike, the system has inbuilt parameters to ensure a level playing field. With 90% of the ‘personality’ being removed from rostering, time to adjust will be needed, but like my above quote says, “Old ways won’t open new doors”.

I am though glad that is not just me that sees the benefit of this system. TTO Driver roster representatives and workplace delegates were recently provided a demonstration of the WFM system and unanimously were pleased with the systems capabilities. Like anything there will always be teething issues and kinks that will need to be ironed out, but we continue to work collaboratively with the PTA to ensure the best outcome for the membership.

After the system is rolled out for TTO drivers, Transit Officers and Customer Service will follow, with TransWA and N&I to be last. I will keep you updated as WFM progresses and I look to forward to the future!



*“I can see how the system, which will first be rolled out to TTO Drivers early 2021, will become a ‘game-changer’ in the fair and equitable building of operational rosters”*



## Consultative Committees

Placed within the numerous state-based PTA agreements that we are party to are provisions that require the PTA to consult on a number of workplace matters.

In addition, the existence of 'Consultative Committees', a tool for our Union to engage the employer in an open forum, have become very handy in ascertaining information, and pursuing matters, that impact your workplace.

Recently we have had convened a TTO Drivers Joint Consultative Committee meeting. This meeting comprised of

PTA management, Employer nominated representatives and Union nominated representatives.

At this meeting topics such as the new Workforce Management System, RPL for Cert IV, Driver's Seats, No Man's Land etc. were discussed, pressuring action to be taken, resulting in GOB's being issued just days later.

A Transit Officer JCC is to occur on the 28<sup>th</sup> of October 2020. At this meeting, attendees will look to discuss several topics including the 'Suffocation and strangulation' charge, the retention survey, and video & audio on top of delta vehicles and in the pods.

## Bombardier Bargaining

George Johnston and RTBU negotiation representatives met with management from EDI Bombardier on Tuesday 13<sup>th</sup> of October 2020 to commence official bargaining of their replacement agreement. Having submitted our 'Log of Claims' we should receive an initial response from EDI at the second meeting to be held on Tuesday the 27<sup>th</sup>. George continues to hold regular member meetings and provide site updates to the membership on these negotiations with more to information to come as the bargaining progresses.



EDI Bargaining Reps - Union & Proud!

## Workplace Delegates

Your Workplace Delegate is a dedicated voluntary role - they freely give their own time to help you. Your delegate should be your first port of call for all things Union. They are there to assist with matters at the workplace level. If the matter is more than they alone can deal with, then they can assist with getting you in touch with the Union Office. Some of the things your delegate can help with are:

- Keeping you and the Union aware of issues throughout your workplace;
- Elevating your matters/concerns/issues to the relevant department of your employer, or the Union Office; and
- Resolving workplace issues quickly and effectively

Workplace Delegates for each Sub Branch are as follows:

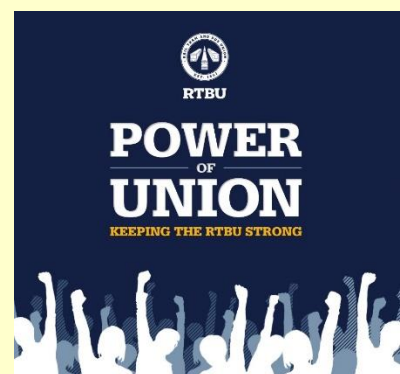
**Customer Relations** - Joshua Ayanami, Helen Martin, Sean Hodgson, David Riley, Cedric Edmonds, Mark Counsel, Tracey Widginton, Eric Faranda and June Wiscombe.

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

**Transwa** - Brendan Curtis, Dean Harris, Gregory Brennan, John Pilkington, William Lovely, Peter Steele, David Buising, Paul Hopkins and Karl King.

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

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



Delegates - Keeping the RTBU Strong!



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