



RTBU Station Staff News

CSA & Station Presentation Sub Division Newsletter

"To Organise Workers In The Transport Industry To Protect And Build Their Rights At Work"



Secretary: Terry Johnson

President: John Steck

Vice President: Kath Arnold

Terry Johnson's Report

During Terry Johnson's station visits numerous concerns have been raised and presented to Sydney Trains. Please find below the issues that you have raised and update on their current status.

1. Part Time positions not being filled – This matter is now in step 3 of the Dispute Settlement process.
2. Station Staff standing for unreasonable lengths of time. The length of time is up to 7 hours and 40 minutes at some locations. Another part of the issue is that Sydney Trains have implemented a rotation system. The flaw in this system is that station staff are rotating to a different duty that also requires standing. – The RTBU is waiting for the response from Sydney Trains.
3. Job Security features as a major concern for station staff. This is due to the recent amount of station reforms that have taken place. – The RTBU has reported this to Sydney Trains and are waiting for a response on what strategies they are intending to put in place to address the angst in the workplace.
4. There is confusion in relation to the accrual of annual leave entitlements for station staff. It appears that shift working station staff are receiving less than their five weeks entitlements and non shift workers are receiving less than their four weeks entitlements. – The RTBU has raised this with Sydney Trains and we are waiting for a response.

Terry will be continuing to visit stations to discuss the above with members.

Staff Review – CSA PAR Positions

On Wednesday the 13th January 2016 staff reviews were conducted. The review began with 141 positions that Sydney Trains wish to reduce down to 100.

Out of the 41 positions there were 32 were vacant lines and the remaining 9 positions were filled.

The affected 9 employees were offered fixed positions.

The RTBU will keep you updated on any further reviews.

Sydney Trains proposes moving Station Staff into a Garbage Room.

On Friday the 15th January the RTBU were advised that Sydney Trains were intending to remove the control room on platforms 4 and 5 at Burwood Station.

The RTBU had a number of concerns in relation to this which included:

1. Sydney Trains disregarding the settlement from the Unions NSW procedures. This agreement was that no control rooms would be removed.
2. Station Staff not having a safe place to retreat to in the event of an incident.
3. The positioning of the HUB.

The RTBU had further concerns when advised that Sydney Trains were proposing the lift motor room at the end of the platforms as an alternative for a safe place.

The lift room was totally unsuitable on the grounds of hygiene, lack of suitability and proximity to be used as a safe place. In addition, there is no roof so bird droppings cover various areas. This can be seen on the image below:



Inside the Lift Room



Outside the Lift Room

The RTBU put this matter into dispute and after a number of conversations Sydney Trains agreed not to remove the control room.

However, it must be noted that Sydney Trains will be revisiting the possibility of removing the control room in the future.

The RTBU will be having further meetings in relation to this urgent matter.

Bullying and Harassment by SCM



It was brought to the RTBU's attention that an SCM had bullied and harassed station staff at a location due to poor independent verifier results.

This matter was raised with Sydney Trains as a matter of urgency. As a consequence the staff received a written apology from the General Manager of Customer Service and a verbal apology from the SCM that was involved.

If any member's have concerns that they are being bullied or harassed in the workplace the RTBU recommends the following:

1. Record the event in a personal diary (not station diary).
2. Phone EAP.
3. Report the event to Human Resources in Sydney Trains via email.
4. If in doubt call your Union Delegate.

Campbelltown Station Lodges Dispute

Campbelltown Station Staff have had a number of concerns about the installation of the HUBs that were scheduled at their station.

One of the concerns was the limited time for feedback.

As such, the station staff lodged a request for an extension in time. This request was supported by most of the station staff who signed the request as a group. The staff were successful in gaining the extension and consultation continued. As part of the consultation Sydney Trains advised that the control room that is located on the concourse is to be removed.

The Campbelltown station staff disagreed with this for a number of reasons which included the control room offered safety and some relief from weather conditions.

Sydney Trains advised the staff that they intend to remove the control room regardless of their views. Consequently, the Campbelltown Station Staff with the support from the RTBU lodged a dispute in step 1 of the DSP. Sydney Trains are to advise of their position.

South Coast Station Staff On Trains

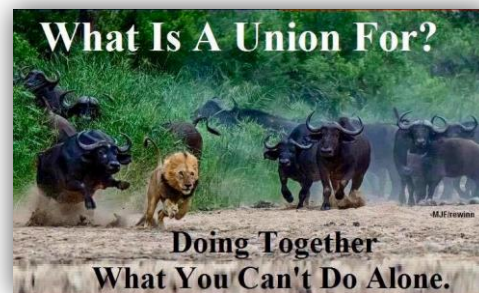
On Friday the 22nd January, NSW Trains met with Train Guard and Station Staff delegates to advise the RTBU they intend to trial two CSA's travelling on selected trains to provide customer service to the passengers.

The CSAs would wear the video surveillance equipment that is currently being trialled on the regional services.

The trial is to determine if this method of work is practical in delivering the customer service that NSW Trains wishes to achieve.

If members have any comments or questions please contact your local delegate or the RTBU office.

What's a Union For?



With all the discussion in the various forms of media it's not surprising that

workers get confused and are unsure of the purposes of a trade union. Below is a summary of what a union is.

- A union is an organisation that represents people at work. Representing includes someone from the union meeting with management on behalf of a member or group of staff or taking up a problem with your employer for you.
- Unions aim to protect their members. This includes ensuring workplaces are safe and that people's health is not put at risk through their jobs.
- Unions aim to improve their member's conditions and pay. This is done via collectively bargaining to negotiate improved pay and conditions.
- Running campaigns to improve workers conditions, pay and representational rights. An example of this is the 'Your Rights At Work Campaign'. This campaign was successful in changing the government and legislation that impacted workers rights and pay conditions.