



Secretary: Terry Johnson

President: John Steck

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Terry Johnson's Report - Survey Launch

Over the past 16 weeks Terry has visited all the stations within the Sydney Trains network. During this time there have been a number of enquiries in relation to individual concerns through to major issues that have an impact on many station workers.

One of the concerns that have been raised on multiple occasions has been a large number of CSAs that work on stations with no internal or contracted cleaning staff being expected to perform major cleaning duties on a daily basis.

One example of the impact of this is CSAs being expected by their Station Customer Managers (SCM) to lug heavy equipment such as a gurney up and down flights of stairs on a daily basis.

The basis of this issue is a combination of stations reforms which has cut staff to minimum and unrealistic expectations by the Independent Verifier (IV) results.

As was covered previously the RTBU has been raising a number of issues in relation to the IVs and how they conduct station and train inspections for the purposes of doing spot checks on the cleanliness of the station/train and staff presentation. Some examples of the issues include:

- Attempts of an IV to 'set up' a cleaner by sneaking a piece of chewing gum on a wall whilst the cleaner was at the other end of the station. In this case the IV returned to check the location after the cleaner had finished to confirm if the chewing gum was removed.
- IVs interfering with cleaners on duty by questioning them about their work methods.

The end result of all the above is some SCMs pushing CSAs to their limits to meet unrealistic expectations with a blatant disregard to the welfare of their employees.

As a consequence the RTBU launched a survey on the 29th March 2016 for the CSAs feedback.

The cut off date for the survey is the 8th April 2016. If you have not got a copy of the survey please contact your local Delegate or the RTBU office.

Terry will be continuing to visit stations have discussions with members and to organise Local Delegate elections.

Penrith Humpy - Win

Congratulations to the membership at Penrith for the recent win of a new Humpy.



This result is long overdue considering the amount of times member's and WHS raised this issue with Sydney Trains. The old Humpy had numerous WHS issues that included member's cohabitating with the local brown snakes.

The RTBU has been advised by Sydney Trains that the Penrith Humpy is to be replaced with a new structure. The new Humpy will be installed on the 22nd April with construction on the foundations commencing about the 8th of April 2016.

The new Humpy will have a reverse cycle air conditioning, blinds/tinting on the windows, Zip instant boil hot water system (inside), a screen door, awning over the door for protection from the weather and extra power points.

There is no mention of how the snakes and vermin will be treated. It is hoped that Sydney Trains will contact WIRES to request their advice.

Newly Elected Delegates

The RTBU is pleased to announce that there are a number of newly elected Local Delegates at stations for Station Wages Division. These are:

Name	Name	Station
Sonia Bradshaw	Linda Vendruscolo	Strathfield
Trent Merrick	Ty Vujasinovic	Parramatta
Sherie Neich		Westmead
Jennifer Halloran		Penrith

Training is now being organised for these newly elected Delegates.

If you would like to enquire to be a local Delegate or an activist please contact Terry Johnson or the RTBU Office.

Bullying and Harassment

The RTBU has been approached by a number of members that are confused about the difference between bullying and harassment.

In response please find the definitions below:

Bullying:

Workplace bullying is repeated, unreasonable and unwelcome behaviour directed towards an employee or group of employees that creates a risk to health and safety.

Bullying is a health and safety issue, and your company has an obligation to prevent bullying. It is the duty of an employer to provide a safe workplace for employees.

Harassment:

Workplace harassment is unwanted behaviour that offends, humiliates or intimidates a person, and targets them on the basis of a characteristic such as gender, race or ethnicity.

Harassment relates to the prohibition in anti-discrimination laws against sexual harassment and sex-based discrimination in the workplace.

The RTBU strongly recommends that any members that believe that they are being bullied or harassed in the workplace follow the practice below:

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

REMEMBER: You have a right to feel safe in your workplace. Don't accept anything less.

Fairfield Station Dispute

On the 16th March the RTBU became aware that the HUB that was being installed on the platform at Fairfield Station was to include operational equipment.



The issue is Fairfield Station has a signalling panel that is used nightly for a service that terminates and provides options for when it is necessary to operate if required.

Sydney Trains moved the Operational equipment from the control room to the HUB. This would make it impossible for CSAQ or SDMs to perform signalling functions due to not having the equipment next to the panel.

The RTBU lodged a combined dispute involving the Station Operations and Signalling Sub-Division. There were a number of conversations with Sydney Trains in relation to this dispute.

As a result Sydney Trains reinstalled the Operations equipment back to the original location prior to the removal.

Congratulations to Fairfield Station Staff and Signallers that were part of this dispute.

RTBU Initiates Consultation With Sydney Trains

The RTBU has initiated consultation with Sydney Trains to revise the following OSPs:

1. OSP006 – Right of Way Procedure for Station Staff.
2. OSP007 – Right of Way Procedure for Guards
3. OSP024 – Retrieving Items from the Track at Stations
4. OSP025 – Customers Requiring Boarding Assistance.

This is due to the numerous concerns raised by our members.

The consultation will involve three meetings with the initial meeting comprising of Station Wages and Salaried Delegates and HSR representatives.

The second meeting will be attended by Train Crew Delegates and HSR representatives.

The intention is after the above two meetings are held there will be the formation of a steering committee.

Terry Johnson will be acting as the coordinator for this project.

In the event that members have any questions or comments they are request to contact their local Delegate or the RTBU office.