

# RAIL AND ROAD

THE MAGAZINE OF THE NSW BRANCH OF THE RAIL, TRAM & BUS UNION

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# From the Branch Secretary



In May RTBU members, their families, and supporters turned out at May Day celebration rallies in Newcastle, Wollongong and Sydney . May Day is a significant date in the union calendar and seeing everyone turn up and march in solidarity for workers' rights is really important.

By the end of the month, Australia welcomed in its next government with Prime Minister Anthony Albanese at the helm of the Labor Party. We dared to hope for a Labor win and now we are keen to see what this will bring for transport workers.

In the lead up to the recent Federal election, the RTBU asked candidates to endorse a pledge committing to action on better public transport and freight networks. The Fast Lane Pledge asked candidates to support building more trains and trams in Australia, increasing investment in public transport, a long-term plan to grow jobs in the freight sector, and same pay and safety standards for those doing the same job.

Prior to the election, more than 30 ALP candidates and several Greens candidates signed the Fast Lane Pledge. Part of our job will be to ensure that these members of Parliament and the newly elected Labor Government, follow through with these commitments to ensure a safe and reliable transport system.

One thing we know already is that the Labor party has a Same Job, Same Pay policy which aligns with what we're

fighting for in areas like Region 6, where privatisation means that bus drivers doing the same job are on different wages and entitlements. We look forward to seeing this policy implemented and hope to see fairness win.

Our bus drivers in Newcastle and Region 6 are also keeping up great work in fighting for a fair, liveable wage. Both regions are partaking in protected industrial action with Keolis Downer and Transit Systems respectively. Newcastle has made great headway, with Keolis Downer agreeing to come back to the table as a result of members' indefinite ban on wearing uniforms and showing strength in numbers by wearing their union gear to work. In Region 6, we've worked with the TWU to implement fare-free Fridays throughout May, causing a great headache for management.

In a great win for the Loco Division, the first ever National Labour Hire EA has been negotiated with Momentum and has now been endorsed by the members. Congratulations to everyone involved during the two-year process! All that's left now is for it to be ratified by the Fair Work Commission.

In the Sydney/ NSW Trains EA, Damien Tudehope the NSW Minister for Finance and Employee Relations explosively back tracked on the rectifications needed to make the NIF safe, almost toppling six weeks' worth of positive intensive negotiations. As a result, we met with NSW Premier

Dominic Perrottet to reiterate our concerns around the NIF. We believe that we can resolve the issues with the NIF, and will continue to negotiate a suitable outcome. We went back to the negotiating table again, and Tudehope again blew it up. We will now wait until after the NSW Budget on 21 June before we resume any review of the package which includes key elements of our EA as well as the costs of ensuring the safety of the NIF. There are still a range of outstanding matters in relation to the EA which need to be resolved, including appropriate wage increase, and we will continue to take whatever action is necessary to achieve these outcomes. Further details are reported in this edition of the Rail & Road, and on RTBU Express and also on EA Campaign site.

## RTBU Elections

The Australian Electoral Commission (AEC) will be conducting elections for all elected RTBU positions later this year in accordance with the Union Rules. We expect nominations to open in July and ballots to be conducted at the beginning of September. Once we have received formal notification from the AEC, we will advise of exact timeframes for the election process.

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## Infrastructure EBA Update meetings



Sydney Trains Infrastructure members have been kept up to date on EA developments with meetings held in workplaces across the network. Members have had the opportunity to discuss issues and developments directly with their EBA Delegates who have attended providing vital feedback and responses back to the EBA committee.



# IR Minister puts politics ahead of safety

On 12 May, we attended a meeting with Transport Minister, David Elliott, and Industrial Relations Minister, Damian Tudehope, to discuss the Sydney and NSW Trains Enterprise Agreement

We went into the meeting anticipating a constructive discussion, but instead we were faced with an Industrial Relations Minister who is clearly determined to stand in the way of commuter safety and members getting the fair enterprise agreement they deserve.

Despite management at Sydney Trains, NSW Trains and Transport for NSW stating that they supported over 80 of our claims, including One Agreement and all of our NIF claims just hours before the meeting, Minister Tudehope said he would refuse to endorse the single enterprise agreement covering both Sydney and NSW Trains, and he is refusing to acknowledge our concerns or make any changes to the new InterCity Fleet to ensure its safe operation.

To make matters worse, just hours before meeting Minister Tudehope, Transport for NSW sent us a letter agreeing to our claim for alterations to the NIF including the removal of traction interlocking from the crew cab doors, relocating the bell and door controls, and relocating the CCTV screens from obstructing the drivers vision.

It was a disgraceful act from a Minister who is clearly more interested in playing politics than in delivering a safe rail network.

That afternoon we met with EA delegates to discuss these developments and plan our response. This was followed by an all delegate hook up to brief and discuss next steps.

As far as we're concerned, negotiations will continue as planned and we are hopeful that the other Ministers in Cabinet see more sense than the IR Minister. Minister Tudehope is only one Minister, and we need to lean on the others involved to do the right thing by our members and the community.

As always, our delegates will determine the next steps in our campaign for a fair enterprise agreement.

## Meeting with Premier

Following that meeting, we immediately wrote to the Premier demanding a meeting in an effort to have him pull his Ministers into line.

On 16 May, we met with the Premier to discuss the change in position put by Minister Tudehope. The Premier predictably was not happy with the NIF remaining in storage while our safety dispute drags on and was anxious to know, if the alterations were made, how soon it could enter service.

We made it very clear that there was too much at stake for the safety of commuters to allow the NIF to enter service without our alterations, including removing traction interlocking, relocating the bell and door controls, and moving the CCTV monitors. We told the Premier the horror stories of the grief felt by members who are involved in fatalities, and that without the alterations, they will happen in increased numbers.

The Premier was concerned about the price tag being placed on the alterations - reportedly \$1 Billion - a cost that even the Transport Minister is disputing. We told him that the cost seemed wildly exaggerated, and it appeared that the misleading information came from a small group in Transport for NSW and NSW Trains who had an agenda to see the NIF unchanged.

The Premier undertook to conduct his own investigation and fact checking with key stakeholders and have the numbers independently assessed. We suggested that the Government obtain three quotes before making a decision.

On the One Agreement claim, it was obvious once again that he had been given misleading information by some within Transport. We reiterated that this was not a claim that would cost the Government any money, our claim would streamline our conditions and unite rail workers, as was always the case before 2014 and could potentially save money in management costs.

This was all meant to be taking place that week, as the Expenditure Review Committee (ERC) was meant on Thursday 19 May to determine a

position on our 84 claims.

## Members Lobby ERC Ministers

We met with the Transport and Employee Relations Ministers and Transport for NSW to further discussions around the New InterCity Fleet and our new enterprise agreement.

Members have been sending letters to the Ministers on the ERC to hold them to account on Transport's commitment to ensure safety on the NIF, and to honour the claims they have agreed to during this bargaining process.

At the meeting, Ministers Elliot and Tudehope and TfNSW told us that the changes that we have been saying need to be made to the New InterCity Fleet will be made, provided they do not void the "warranty" of the fleet. We are still not clear what this means, and we've asked for more information on this.

The Government wants NIFs entering revenue service as soon as possible. If we can guarantee the safety of the NIF, then we're not against the new trains.

Our One Agreement claim has once again been agreed to, which is great for the unity of our members across the network.

While things appear to be moving in a positive direction, there are still a range of outstanding issues that need to be worked through, and there is still work to be done on the costings of the whole package that is set to go before the NSW Government's Economic Review Committee.

What is clear, however, is that the resolve and unity of RTBU members has forced the NSW Government to back pedal on Minister Tudehope's and Treasurer Matt Kean's plan to force an unsafe NIF onto the tracks. Nevertheless, together we are inching towards the fair enterprise agreement that we all deserve.

**STOP PRESS - check Our Rights, Our Fight website at [www.ourrightsourfight.com.au](http://www.ourrightsourfight.com.au) for latest updates, and current industrial actions in place to progress our EA negotiations.**

# HAVE YOU BEEN INJURED & NEED LEGAL ADVICE?

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**SYDNEY PARRAMATTA NEWCASTLE CANBERRA WOLLONGONG CAMPBELLTOWN**

# Momentum RTBU Members Vote **Yes!**

On Tuesday the 3rd of May, the RTBU Negotiating Team was officially notified by Momentum Management with the EA voting results.

RTBU Momentum Members have had their say with a resounding 87.3% return rate, and a 68% Yes Vote.

RTBU Members have secured the following wages and conditions:

## • 4 Year Agreement

• **Sign On Bonus** – \$1000 for those Employed for longer than 6 months – Members will receive a \$500 sign on bonus upon ratification of the EA, then a further \$500 6 months after – \$500 for those Employed for less than 6 months – Members will receive a \$250 sign on bonus upon ratification of the EA, then a further \$250 6 months after

• **Wage Increases** – 3% increase 12 months after ratification of the EA, then 3% per year for the life of the Agreement. An automatic 2% increase upon Expiry

• **Overtime** – paid at 1.7

• **Overtime on a Public Holiday** – paid at 2.7

## • Lift Up and Lay Back

**Provisions** – Two Hours Lift Up and Three Hours Layback (if an Employer has greater than that span, Members will work under that Industrial Instrument)

• **Trauma Leave** – Members will be entitled to five days paid leave as a stand-alone leave with extra provisions if more leave is required

• **Family and Domestic Violence Leave** – Members will be entitled to five days paid leave as a stand-alone leave with extra provisions if more leave is required

• **RDO's** – RDO's will commence at midnight and not at sign off. And for a block of RDO's, sign on will commence at 0600 on first day back.

• **Master Roster** – Showing all RDOs and any known working

• **Barracks Meal Allowance** – locked in to reflect the current ATO standard of \$32.55 per meal

• **Personal/Carers Leave** – Members will be able to take up to five days without a Medical Certificate unless the Company requires evidence. Any targeting by Momentum will be disputed.

• **Dispute Resolution** – Members now have a Dispute Resolution Clause, which allows Members to formally question any potential Breaches of the EA. This Clause also allows for the RTBU to pursue those Breaches right up to the FWC for Arbitration

• **Shift Lengths** – Shift lengths are clarified to comply with State Rails Safety Laws

• **Fatigue Management** – Momentum must comply with their own Policies and Procedures, and most importantly with Rail Safety National law.

Your RTBU Negotiating Team has also secured an obligation for Momentum to email Members their Fatigue Scores at the completion of their shifts

• **Medical assessments** – Momentum will pay all costs associated with medical assessments up to the official diagnosis including the health assessment and stress ECG and or other referred tests

• **Rostering principles** – All known working and RDOs will now be shown on the Master Roster

• **Training** – All training will be paid at Momentum's expense.

## What happens now?

Now that Members have voted up the proposed Enterprise Agreement, both the RTBU and Momentum have submitted all required paperwork to the Fair Work Commission for ratification.

## Thank You

A massive thank you to every single RTBU Member who has held the line over the last two years. Your solidarity and staunchness have paid off and you should be very proud. Thank you to the RTBU Negotiating Team too, with the first ever National Labor Hire EA to be negotiated by Union.



# LOCO EXPRESS



# www.locoexpress.com.au

## AIRPORTLINK EA – LOG OF CLAIMS

**The RTBU is about to commence bargaining for a new enterprise agreement for AirportLink members.**

Below is the Log of Claims compiled from the recent member survey.

- Annual wage increases of 4% for all classifications and allowance covered under the agreement
- Review of the early morning and afternoon shift allowance to allow for fairness and equity.
- Review of the rostering
- Superannuation to increase 1% on top of the superannuation guarantee
- Redundancy Clause 35 increase provisions to maximum of 20 years' service cap
- Set minimum numbers for shift
- Term of the Agreement = 3-year agreement
- The following leave provision to be included
- Allow for support and back up in peak time for domestic and international
- Included in Clause 13.3 – All-purpose rate for casual employees (Base Rate +20% loading for casual + penalty rate)
- Mental health day RUOK
- Review of the level 3 position classification structures and mechanisms of appointment.
- Pandemic leave

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## Pacific National Bulk EA Update

**In early May, the Locomotive Division met via telephone conference before Deputy President Saunders of the Fair Work Commission after Pacific National lodged their bargaining dispute.**

Pacific National requested for the Deputy President to attend three lots of bargaining meetings to which he agreed. The RTBU pointed out to the Deputy President that until this point in time Pacific National have refused to give serious consideration to Part A matters on Scope, Labour

Hire and Arbitration and that we can't seriously bargain around the rostering issues that we have been trying to resolve, if PN refuse to negotiate on Part A matters. It was agreed that these matters will be discussed as part of bargaining moving forward.

We hope that PN will take this opportunity to genuinely put forward proposals that truly take members' concerns into account rather than continue with the same old rhetoric and waste everyone's

time, including the Commission's, in an attempt to avoid giving their members a pay increase and new agreement that supports members claims.

As reported previously, the FWC have agreed to our Protected Action Ballot to go ahead. It is important that members apply maximum pressure on PN and participate in the Protected Action ballot and Vote YES to all Questions. Bargaining does not prevent members from taking protected action.



# Aurizon NSW Coal Operations dispute update

**On 17 May 2022, Aurizon NSW Coal Operations management chose to implement a change to how they manage employees being unavailable for their next turn of duty and announced this change by issuing an Employee Update.**

Locomotive Division representatives immediately placed this change of working into Dispute and requested a special consultative committee meeting be held to discuss the issue. The special consultative committee meeting was held on 26 May 2022. The discussion was robust, with your representatives pointing out that the new procedure was outside the meaning and intention of the Enterprise Agreement and explained the reason we cannot accept the direction to attend work if you have become unavailable for the original

sign on time.

This same issue was raised previously in enterprise agreement negotiations by the RTBU in an attempt to include a clause addressing the issue so that everyone would know what would happen when it arose. The Aurizon negotiating team argued strongly against a clause to this effect within the EA and argued that the status quo would remain in place. Your representatives tabled a screen shot of a message sent to one member advising them that there had been no change to the clause and the current practice applies. The company argued that the current practice was different in each depot and needed standardising. Your representatives reminded the company that the EA already informs all employees

covered by the agreement how their working is to be advised.

Union representatives told Aurizon that the Employee Update needed to be withdrawn and should have been tabled for consultation and discussion at a Consultative Committee meeting prior to being implemented and that the RTBU do not accept the current position of the company. This matter will now be elevated to the General Manager for discussion and to attempt resolution. For the time being, the dispute resolution procedure has been invoked and due to the matter remaining unresolved the STATUS QUO applies and the directions included in the Employee Update dated 17 May 2022 are NOT to be implemented.

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## QUBE EA Negotiations

**Enterprise Agreement negotiations for QUBE commenced on 1 June 2022.**

The RTBU Locomotive Division sent out a survey form for members to fill in. We have now received and consolidated all the returned surveys, produced a log of claims from the responses, and are holding “Teams” meetings to discuss and endorse the Log of Claims. The endorsed Log of Claims will then be presented to QUBE during the course of bargaining.

A calendar invite has been sent to all members with the below dates and times to endorse the Log of Claims.

### Depot Session Times

- 25th June 2022 – 10am to 11am – Junee, Port Kembla and Goulburn
- 25th June 2022 – 11am to 12pm – Sydney
- 25th June 2022 – 1pm to 2pm – Newcastle, Werris Ck and Coffs Harbour
- 25th June 2022 – 2pm to 3pm – Dubbo, Narromine and Blayney
- 26th June 2022 – 10am to 11am – Dubbo, Narromine and Blayney
- 26th June 2022 – 11am to 12pm – Newcastle, Werris Ck and Coffs Harbour
- 26th June 2022 – 1pm to 2pm – Sydney
- 26th June 2022 – 2pm to 3pm – Junee, Port Kembla and Goulburn

## Combined Union 24 Hour Strike

The RTBU and TWU joined forces and hundreds of bus drivers met at Martin Place from across Sydney on the 11th of April 2022. The strike affected companies from across Sydney and the rally was well attended with a turnout of about 300 drivers. RTBU and TWU officials and delegates as well as our Labor allies were also there and we gained headline attention across all news channels and papers in Sydney and NSW.

Our fight is the same as it has always been in region 6- Same Job, Same pay.

It's incredible that you can be sitting in a lunchroom and the person next to you gets a week less annual leave and no rostered breaks in their driving portion, or has to work a 13 hour split shift as opposed to 12. It's disgraceful that in this day and age, bus drivers have to try and plan toilet breaks based on where they expect to have time and where facilities are.

It's no good for Transport for NSW on one hand to claim that privatisation is fine because they retain the assets but the other say managing the infrastructure (like toilets) isn't their job.

It's time for the government to step in and look after the basic needs of drivers across Sydney and to put some simple safeguards into the bus contracts to protect workers.



# Greenfield decision backs workers

In a far-reaching decision, the Tram & Bus Division have successfully argued before a full bench of the Federal Court to overturn a Greenfield Agreement. This was between Busways and the TWU (before there was peace between the unions) which was approved by the Fair Work Commission in relation to region 7 (Ryde & Willoughby bus depots). The RTBU took the matter through the FWC unsuccessfully and it ultimately took the courts to have common sense prevail. A Greenfield Agreement is a type of Enterprise Agreement that applies to a new enterprise before there are employees.

On one hand, it ensures employees have guaranteed conditions when they start but on the other, it means employees are locked out of negotiating their conditions for up to 4 years. Busways was arguing that a transfer of business was a new enterprise because it was for profit, as opposed to not for profit by the Government operator. We obviously disagreed!

This could have opened the floodgates for Greenfield Agreements every time a transfer of business occurred and would have been a disaster for workers across the country, potentially locking them out of negotiations for their own conditions for years at a time. It may not be the flashiest of wins but it is without a doubt one of the most important we've ever had, both for now and into the future.

## Transit Systems fined for wage theft.

In a solid decision for Region 6 members in the Federal Court, the Division successfully secured a \$181k fine against Transit Systems for withholding a wage increase after the court ordered the pay rate to be lifted.

This was part of the case run by the Tram & Bus Division about how the Annual Wage Review which covers minimum wage earners, workers on modern Awards and transitional instruments (including a Copied State Award), interacts with scheduled pay rises. For example, the Copied State Award in Region 6 had scheduled pay rises for 3 years-how does that work with the Annual Wage review decision each year?

The court ruled that workers get which ever is greater, resulting in a shortfall of 1.7% historically from 2019-2021 as well as a 2.5% pay rise at the beginning of the last financial year as per the decision.

TSA failed to pass on the pay rise once it had been ordered to be paid by the court and that's what the fine was for. The story gained national attention via the Financial Review.

The fight continues for over 3 million dollars in historic underpayments by the company over the 2019-2021 period and we expect a result before the end of this financial year.

## Region 6 Bargaining (Tempe, Kingsgrove, Leichhardt & Burwood bus depots).

After months of getting nowhere, combined protected industrial action by the RTBU and TWU has finally yielded a change of approach by Transit Systems. After the combined 24 hour strike, TSA stopped using the services of the bargaining agent they had employed (an ex-liberal Victorian Senator), and unions are

finally dealing with the company directly. This is a huge win and we might actually get somewhere instead of running in pointless circles as we have been for months.

The RTBU and TWU have also been working on unifying our respective Log of Claims, thereby doing much of the work of walking through how two sets of conditions are best combined to the benefit of ex-STA and new employees. For our members in Region 6 we stand united.

We've had a single meeting in the new format which has accomplished more than the last year of bargaining combined, and we're cautiously hopeful that the company is actually interested in coming to a negotiated settlement. Time will tell, but as long as members remain strong in their conviction to continue to fight for fairness, the union will lead that fight.

## Region 7 Bargaining (Ryde and Willoughby bus depots)

After seeing the battleground that Region 6 has become, as well as how employees feel about the unfairness of a two-tiered workplace (which is in place in region 7), Busways flagged their interest in negotiating a single set of conditions for all workers. Region 7 was where the Greenfield win was but the company (with TfNSW complicit) put a back-up EA in place to keep the two-tiered workplace alive. It should be remembered that TfNSW approved the two-tiered system in Region 7- yet another lie from them to their workers.

The company has met with the union a couple times now and provided us with a fully formed EA to consider. Before that, the Division provided our Log of Claims to Busways and early indications are they have genuinely tried to accommodate the demands of members.

## Region 9 privatisation transition (Waverley, Randwick & Port Botany bus depots)

As in the Northern Beaches, the Division worked collaboratively with the incoming company to maintain our ex-government conditions by drag and dropping the STA Award into a Federal Enterprise Agreement. This was the Divisional road-map and it was followed for exactly the same reasons as in Region 8- members said they wanted to avoid a 2 tiered workplace and preserve previous government conditions.

The price members paid for this 3-year agreement was to accept WPI as the pay rise, which is what the company gets from the government to pass on to workers. We thought preserving STA conditions like purchase leave, 5 weeks annual leave, standing time etc, was worth the short-term pain and workers agreed with 89% of members voting up the proposed agreement.

As with the north, the plan is to stand on the shoulders of this result the next time we're bargaining with our conditions secured, haggling mainly about the pay rises.

This is something you can always do- pay rises are easy to fight for but conditions are much harder to achieve.

Again, as in the Northern Beaches of Sydney, the delegates are due a great deal of credit for explaining the situation to members and fielding endless questions about the process. Particular thanks to Rowan Carawana at Port Botany for his tireless support of the delegate and members.

## Newcastle Buses

A new Enterprise Agreement has been under negotiation in Newcastle for the last few months with industrial action now on the table after discussions around pay increases stalled. Initially, the Division had negotiated 10 changes with the company. These either strengthened existing entitlements or created new ones.

Apart from those 10 items, changes then appeared with each sending of the draft agreement. We discussed this with the company, and they agreed to stop as it meant every time we received an updated draft from the company we had to go over the entire document carefully.

We're now primarily talking about money and the duration of the Agreement. It remains a fact that over the last few years KDNB have been pulling out either 2% from each shift type, or close to it. This undercuts the value of any pay rise in the same way as inflation does, but for our Newcastle members you would add this reduction to the gap between inflation and any pay rise. In real world terms, despite having pay rises of 2.5 and 3% annually, the value of their work has been steadily going backwards.

A uniform free week is being followed by 4 hour stop work meeting on the 3rd of June 2022, where the Negotiating and Divisional Officials will be facilitating a mass meeting of union members to report back and seek directions. The public and press have been supportive of our actions and as with all our members in every workplace, as long as they are willing to fight, we will lead.

## CMET Canberra Trams

After being caught up in the demarcation dispute between the RTBU and TWU, the TWU have now changed their rules back to exclude all trams from their coverage. This leaves it to the Tram & Bus Division to do its job across what is a challenging distance. To facilitate this, we are in the process of negotiating a Servicing Agreement with the CFMEU in Canberra to have an organiser of theirs fill the gap between the local delegate and the Redfern office.

The Greenfield Agreement that was in place is up for negotiation and we are collating the responses to our Log of Claims survey. While we go through this process, we surveyed all employees, regardless of union membership status. This is a workplace that has been through a lot and we need to prove to workers that the RTBU is here for them and will fight to get the best outcome from negotiations.

A delegate and committee is in place, and the delegate has now completed level one training. As we all know, no training can fully prepare you to be a delegate and we look forward to supporting Chris on his journey in representing his fellow workers. All the pieces are falling into place for the Division to deliver the level of servicing that members at CMET have always deserved.

# TRAM & BUS EXPRESS



## Get on the TRAM & BUS EXPRESS

Tram and Bus Express is constantly updated with new information from around the depots – including workplace disputes, industry updates and news about RTBU Members.

Members who subscribe to the web site get a fortnightly email with links to all the latest scoops. Printed newsletters will also be distributed around depots.

[tramandbusexpress.com.au](http://tramandbusexpress.com.au)

## New Labor Government to Push Ahead on Wages and Industrial Relations

In his first public appearance since his swearing-in as Prime Minister on 23 May, Anthony Albanese has highlighted Labor's commitment to "full implementation" of the Respect@Work recommendations and has revealed that he has begun discussing his planned employment summit with leaders of unions and employer associations.



Alongside putting in place all of Sex Discrimination Commissioner Kate Jenkins' remaining recommendations in her Respect@Work report, his government will bring forward its policy to extend and increase child care subsidies and its aged care policy, which supports an unspecified pay rise in the sector.

He continued that he will "bring together an employment summit and I thank those people in the business community and in the trade union movement for the discussions that we have had already about the way that that can be progressed".

He promised during the election campaign that "one of my first acts will be to convene an employment summit to bring employers and unions together to collaborate on secure work and to ensure enterprise bargaining works effectively".

Then Shadow IR Minister Tony Burke told media in March that an Albanese Labor Government will "deliver secure jobs, better pay and a fairer industrial relations system" by "protecting low-paid vulnerable workers like those in the gig economy, cracking down on cowboy labour hire firms, ensuring workers who do the same job get the same pay, closing the gender pay gap and criminalising wage theft".

During the election campaign Labor promised to make a submission to the Fair Work Commission's minimum wage panel, for a 5.1% minimum pay rise matching the most recent CPI rise, "rebalance" FWC appointments, give the umpire power to address "employee-like" work and redefine casual employment, abolish the ABCC and ROC, and make work more secure

by establishing "same job, same pay" rules .

Mr Albanese also commended the professionalism of the public servants who have helped his transition to government, adding that "we won't be sacking public servants either, we will be valuing public servants and respecting them".

While the new Labor Government has secured a majority in the House of Representatives, giving it a clear mandate to enact its election promises around these and other issues.

The Fair Work Commission has now approved a 5.2 % wage increase for minimum wage workers, supported by the new Labor Government's submission.

# International Workers Memorial Day

On Thursday 28 April RTBU Loco Division Delegates, Divisional Industrial Officer Nicholas Aplin, RTBU National Organiser Leanne Holmes, and Loco Division Organiser Assistant Greg Cameron, attended the Hunter Workers International Workers Memorial Day in Newcastle. RTBU officials and members also attended the Sydney event which is held annually at Darling Harbour.

The day is observed annually to mourn and remember all lives lost due to work-related incidents or illness. It is an important day for the families who have lost loved ones.

Each year we recommit to 'Remember the Dead and Fight for the Living' as we continue to campaign for safer workplaces, stronger laws to protect and defend working

people and greater penalties for employers that continue to kill and injure working people.

The RTBU's thoughts are always with those whose loved ones passed due to a work-related incident or illness, and we're always here for you as a strong shoulder to lean on. Below are some photos taken in Newcastle.



**IF IT'S NOT SAFE**  
***JUST SAY NO***



**RTBU**

***Identified a potential hazard?***

***Feel unsafe performing a task?***

***Unsure and need advice?***

# Last Train Through – Decommissioning of Mt Victoria Signal Box

*Supplied by Purkis, Vice-President  
Signaller Sub-Division*

The signal box is an endangered species of the NSW railway ecosystem, and the latest victim of change is the 1911-vintage Mount Victoria. Highly vulnerable to track remodelling, the introduction of new technologies, electrification projects, rationalisation and even a natural disaster, less than two dozen signal boxes remain operational under Sydney and NSW Trains as of May 2022. Of those, five are mechanical, and five (including Mount Victoria) are over one hundred years old, although Wyong (1912) and Fassifern (1913) now feature solid-state interlocking equipment.

Mt Victoria Box opened on 31 May 1911 and was an ornate platform mounted elevated brick-based structure with arched windows on the locking room floor, equipped initially with a 48 lever McKenzie & Holland mechanical lever frame, which was replaced with a standard NSW Rail frame of the same size in 1946. Several boxes sharing Mount Victoria's architectural style were built between 1884 and 1911.

It was a privilege to have spent a few shifts at this exceptional location in its final months of operation. With me on the final evening of regular passenger services before decommissioning were signallers Shana Hopkinson and Karl Fowler. Resignalling is due for completion by the end of 6 June 2022, but with possession of the mainline taken shortly before 1 a.m. Saturday, 28 May, it was effectively all over.



# Sydney Trains Infrastructure Workers almighty job repairing land slips

Following the major rain events in March 2022 Sydney Trains Infrastructure workers were called in to repair many issues across the East Coast that included landslides across all the network

In the Blue Mountains members from Major Works attended to landslides on both the up and down sides of the tracks, with all the works being completed in 11 days.

When you consider all the works were not designed until 1100 on Friday 11 March 22 and were all completed by the following Monday 14th March 2022, to get the rail network back up and running allowing the community to travel safety



## The works at Emu Plains included

- Restabing the land
- 87 Concrete blocks laid
- 40 cubic tonnes of concrete laid for a blinding slab
- 120 cubes on fines concrete placed behind blocks
- Approx 2000t ballast used on the up and 1600t on down .



## GET YOUR UNION NEWS

Need to keep up-to-date with what's happening in your union, need to know more about how fellow members are fighting for workers' rights and winning battles on a daily basis make sure you grab your next edition of Rail and Road, or check out the [rtbuexpress.com.au](http://rtbuexpress.com.au)





# Our Members Stories Deserve To Be Told

Unions in NSW have a long history of fighting for the conservation of heritage. In the 1970s the union movements Green Bans led to the first major heritage legislation in NSW and indeed Australia. Over 40 years later a review to modernise the NSW Heritage Act has been undertaken by the NSW Parliament.



The RTBU Retired Members Association and CFFMEU made detailed submissions to the Review and the Association appeared as a witness.

The current Heritage Act is focussed buildings (the tangible heritage of built fabric) with intangible cultural history, the stories, actions and narratives of many communities including the union community not accounted for. The shortcomings of the current heritage architecture also include:

- A failure to reflect our increasingly diverse and multi-cultural society
- The funding of NSW Heritage, and the Heritage Council has been whittled way,
- Not including provision for community consultation and representation. NSW is the only state in Australia which does not have stand-alone legislation for aboriginal cultural heritage.

A number of heritage decisions taken by the NSW Government have seen strong and ongoing opposition from community and union groups. They include the debacle to relocate the Powerhouse Museum to a flood prone location in Parramatta at a cost to over \$500m and still counting to the CFFMEU green bans on the demolition of the historic Willow Grove house.

## Fundamental Review of Act undertaken

A public inquiry by the NSW Legislative Council has conducted a root and branch review of the Act and made twenty six recommendations for changes to both the legislative regime and the administration of heritage conservation in NSW.

The Association has been conducting a long campaign to ensure repurposed state heritage sites such as the former Eveleigh Locomotive Workshops in Redfern include the stories of the many industrial and political struggles forged by generations of workers.

The centrepiece of the Association's campaign has been ensuring the Eveleigh workers stories are recognised and presented in an appealing format using the latest technology. There is a treasure trove of information about the history of Eveleigh's workers. These include oral histories, photographs, descriptions of the role of Eveleigh's social clubs as well as the many struggles at Eveleigh to improve wages and working conditions and occupational health and safety in an era where there was no OHS legislation.

Heritage preservation has overwhelmingly focussed on buildings and in some instances

machine collections. Eveleigh Workshops is a fine example of this with the grand Victorian era architecture and machines that enabled the fabrication, assembling and repair of the NSW railways locomotive fleet. The missing ingredient in heritage conservation is the workers, those who enabled this production have been largely forgotten and they have become industrial ghosts.

The Association's submission and witness evidence underlined the changes to how heritage should be defined to ensure greater recognition is given to living culture which includes the history of working people and their unions.

## Outcomes of the Review

The Review noted that Intangible Cultural Heritage had emerged as a key area of concern with a demonstrable gap in the architecture of the Act. The Review said the current Act didn't reflect structural changes to the economy and that there was scope to align the Act to a more contemporary understanding of heritage, including more explicit recognition that heritage consists of more than just built or tangible items.

The Review Committee observed 'the most vocal advocate of this position was the RTBU RMA which considered the current act to be fabric centric, a bias reflected

in its definitions, objects and other elements such as the statutory functions of the Heritage Council.”

The Committee made a recommendation “that the NSW government amend the Heritage Act to explicitly reflect contemporary concerns, thinking and approaches to heritage conservation including intangible cultural heritage”

The Review made a number of other important recommendations including:

- The NSW Government as a matter of priority, progress the reform of aboriginal cultural heritage legislation.

- The Act provide for increased opportunity for community participation and co-design in the identification, protection and management of heritage

However, the review failed to address a number of important issues.

NSW Government responded positively to many of the Reviews recommendations BUT...

Because of legislative review procedures the NSW Government has responded promptly yet positively to many of the Review Committees recommendations including the recognition of intangible cultural history.

Important steps have been taken to modernise the NSW Heritage Act to reflect contemporary concepts, thinking and approaches to heritage conservation.

As always many of the recommendations will be dependent on the prioritisation of legislative change by the NSW Government and the availability of funding to implement various recommendations a number of which require further investigation.

The battle for living culture to be included in Heritage Act is far from over. The RTBU RMA is urging Unions in NSW to take up the cudgels for a modern Heritage Act.

## RTBU Delegates Training Re-Commenced

The first 2-day Level 1 Training course for 2022 was conducted on the 18th and 19th May with a range of different delegates across the RTBU participating in a range of sessions including

- Role of the Delegate
- What an organised workplace looks like
- Supporting members in the workplace

The training was conducted by RTBU trainer Wayne Moody.



*Delegates at the completion receive certificates*



*Delegates share their experiences*



# Summary of Financial Reports

## AUSTRALIAN RAIL, TRAM AND BUS INDUSTRY UNION, NEW SOUTH WALES BRANCH

This summary of Financial Reports for the NSW Branch have been extracted from the audited NSW Branch General Purpose Financial Report for 2021, prepared for the Fair Work Commission in compliance with reporting requirements of the Fair Work Act and Fair Work (Registered Organisations) Act 2009.

The full Financial Reports (including explanatory notes) are available on [rtbuexpress.com.au](http://rtbuexpress.com.au)

### STATEMENT OF COMPREHENSIVE INCOME For the Year Ended 31st December 2021

	2021 \$	2020 \$
<b>REVENUE FROM CONTRACTS WITH CUSTOMERS</b>		
Members Contributions	7,600,152	7,672,107
Legal Levy Received	509,853	465,213
Capitation Fees and other revenue from another reporting entity	-	-
<b>TOTAL REVENUE FROM CONTRACTS WITH CUSTOMERS</b>	<b>8,110,005</b>	<b>8,137,320</b>
<b>OTHER INCOME</b>		
Interest Received	80,276	319,075
Rent Received	219,901	320,622
Grants and/or Donations	-	-
Valuation Gain from Investment Property	-	-
Revenue from Recovery of Wages Activity	-	-
Net Gains from Sale of Assets	-	12,290
Cashflow Boost Income	-	100,000
Other Income	81,218	77,468
<b>TOTAL OTHER INCOME</b>	<b>381,395</b>	<b>829,455</b>
<b>TOTAL INCOME</b>	<b>8,491,400</b>	<b>8,966,775</b>
<b>EXPENSES</b>		
Employee Expenses	3,998,237	3,242,996
Capitation Fee paid to National Office	953,197	955,511
Other Expenses to another Reporting Unit	-	-
Affiliation Fees	255,688	231,063
Administration Expenses	793,608	865,996
Grants or Donations	100	3,818
Depreciation and Amortisation	94,941	94,389
Legal Costs	496,913	252,843
Audit and Accounting Fees	41,818	46,886
Other Expenses	1,324,122	1,392,465
<b>TOTAL EXPENSES</b>	<b>7,958,624</b>	<b>7,085,967</b>
<b>SURPLUS FOR THE YEAR</b>	<b>532,776</b>	<b>1,880,808</b>
<b>OTHER COMPREHENSIVE INCOME</b>		
Items that will not be subsequently reclassified to profit or loss		
Gain on revaluation of land and building	120,700	-
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>	<b>653,476</b>	<b>1,880,808</b>



AUSTRALIAN RAIL, TRAM AND BUS INDUSTRY UNION, NEW SOUTH WALES BRANCH

STATEMENT OF CHANGES MEMBER'S EQUITY  
As at 31st December 2021

	Accumulated Surpluses	Asset Revaluation \$	Total \$
<b>Balance as at 1 January 2020</b>	25,472,843	621,875	26,094,718
Surplus for the Year	1,880,808	-	1,880,808
Other Comprehensive Income for the Year		-	-
Total Comprehensive Income for the Year	1,880,808	-	1,880,808
<b>Balance as at 31 December 2020</b>	27,353,651	621,875	27,975,526
Surplus/(Deficit) for the Year	532,776	-	532,776
Other Comprehensive Income for the Year	-	120,700	120,700
Transfer of property to National Office	(205,300)	(574,700)	(780,000)
Total Comprehensive Income for the Year	327,476	(454,000)	(126,524)
<b>Balance as at 31 December 2021</b>	27,681,127	167,875	27,849,002





**STATEMENT OF FINANCIAL POSITION**  
**As at 31st December 2021**

	<b>2021</b>	<b>2020</b>
	\$	\$
<b>CURRENT ASSETS</b>		
Cash and Cash Equivalents	11,765,122	10,342,965
Receivables	134,864	165,553
Other	77,239	80,068
Financial Assets	9,541,771	10,012,715
<b>TOTAL CURRENT ASSETS</b>	<b>21,518,996</b>	<b>20,601,301</b>
<b>NON-CURRENT ASSETS</b>		
Receivable	1,003,546	1,003,546
Financial Assets	1,236	1,236
Property	313,500	998,400
Investment Property	7,653,644	7,660,038
Plant & Equipment	88,880	94,612
Motor Vehicles	126,981	159,384
<b>TOTAL NON-CURRENT ASSETS</b>	<b>9,187,787</b>	<b>9,917,216</b>
<b>TOTAL ASSETS</b>	<b>30,706,783</b>	<b>30,518,517</b>
<b>CURRENT LIABILITIES</b>		
Accounts Payable	632,572	758,532
Provisions	2,225,209	1,784,459
<b>TOTAL CURRENT LIABILITIES</b>	<b>2,857,781</b>	<b>2,542,991</b>
<b>TOTAL LIABILITIES</b>	<b>2,857,781</b>	<b>2,542,991</b>
<b>NET ASSETS</b>	<b>27,849,002</b>	<b>27,975,526</b>
<b>ACCUMULATED FUNDS</b>		
Reserves	167,875	621,875
Accumulated Surpluses	27,681,127	27,353,651
<b>ACCUMULATED FUNDS</b>	<b>27,849,002</b>	<b>27,975,526</b>



**STATEMENT OF CASH FLOWS**  
**For the Year Ended 31st December 2021**

	<b>2021</b>	<b>2020</b>
	\$	\$
Receipt from RTBU National Office	13,019	58,298
Receipts from Members	8,951,300	8,984,093
Payment to RTBU National Office	(1,269,991)	(757,337)
Payments to Suppliers and Employees	(7,106,949)	(6,578,185)
Interest Received	80,276	319,075
Rent Received	241,891	305,688
Cashflow Boost Income	-	100,000
Receipts - Other	66,479	47,865
	<hr/>	<hr/>
Net Cash Provided by Operating Activities	976,025	2,479,498
	<hr/>	<hr/>
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>		
Purchase of plant and equipment	(24,812)	(155,818)
Receipt from disposal of assets	-	52,727
Investment in term deposit	470,944	(277,451)
	<hr/>	<hr/>
Net Cash (Used in) Investing Activities	446,132	(380,542)
	<hr/>	<hr/>
Net Increase in Cash Held	1,422,157	2,098,956
Cash at beginning of the Year	10,342,965	8,244,009
	<hr/>	<hr/>
Cash at the End of Year	11,765,122	10,342,965
	<hr/>	<hr/>

**NOTES TO THE STATEMENT OF CASH FLOW**

**Note A - Reconciliation of Cash**

Cash at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:

Cash on hand and at Bank and	<hr/>	<hr/>
	11,765,122	10,342,965
	<hr/>	<hr/>





**STATEMENT OF CASH FLOWS**  
**For the Year Ended 31st December 2021**

	<b>2021</b>	<b>2020</b>
	\$	\$
<b>Note B – Reconciliation of Cash Flow from Operations with Profit from Ordinary Activities</b>		
Profit from Ordinary Activities	532,776	1,880,808
Depreciation	94,941	94,389
Gain from Sale of Asset	-	(12,290)
Valuation Gain from Investment Property	-	-
<b>Change in Assets and Liabilities</b>		
Decrease / (Increase) in Receivables	30,689	38,205
Decrease in Prepaid Expenses	2,829	38,488
Increase / (Decrease) in Creditors	(125,960)	206,670
Increase/(Decrease) in Provision for employee benefits	440,750	233,228
Cash Flows from Operations	<u>976,025</u>	<u>2,479,498</u>



# Summary of Financial Reports

## RAIL, TRAM AND BUS UNION OF NEW SOUTH WALES

This summary of Financial Reports for the NSW Branch have been extracted from the State Financial Statements for 2021, prepared in compliance with reporting requirements of the NSW Industrial Relations Act 1996 Act.

The full Financial Reports (including explanatory notes) are available on [rtbuexpress.com.au](http://rtbuexpress.com.au)

### STATEMENT OF COMPREHENSIVE INCOME For the Year Ended 31st December 2021

	2021	2020
	\$	\$
<b>INCOME</b>		
Rent – Caravans	142,802	127,809
Rent – Units	208,358	128,907
Rent – House	1,200	-
Interest Received	4	5
<b>TOTAL INCOME</b>	<b>352,364</b>	<b>256,721</b>
<b>EXPENSES</b>		
Administration Expenses	268,897	296,638
Depreciation Expenses	202,139	204,902
Other Expenses	3,528	3,390
<b>TOTAL EXPENSES</b>	<b>474,564</b>	<b>504,930</b>
<b>NET DEFICIT FOR THE YEAR</b>	<b>(122,200)</b>	<b>(248,209)</b>
<b>OTHER COMPREHENSIVE LOSS</b>		
Gain on Revaluation of Land & Buildings	-	-
<b>TOTAL COMPREHENSIVE (LOSS) FOR THE YEAR</b>	<b>(122,200)</b>	<b>(248,209)</b>







**RAIL, TRAM AND BUS UNION OF NEW SOUTH WALES**

**STATEMENT OF CHANGES IN MEMBER'S EQUITY  
As at 31 December 2021**

	Accumulated Surpluses	Asset Revaluation \$	Total \$
Balance as at 01 January 2020	2,040,554	5,645,854	7,686,408
Net Deficit for the year	(248,209)	-	(248,209)
Other Comprehensive Income for the Year	-	-	-
Total Comprehensive Loss for the Year	(248,209)	-	(248,209)
Balance as at 31 December 2020	1,792,345	5,645,854	7,438,199
Net deficit for the year	(122,200)	-	(122,200)
Other Comprehensive Income for the Year	-	-	-
Total Comprehensive Loss for the Year	(122,200)	-	(122,200)
Balance as at 31 December 2021	1,670,145	5,645,854	7,315,999



RAIL, TRAM AND BUS UNION OF NEW SOUTH WALES

STATEMENT OF FINANCIAL POSITION

As at 31st December 2021

	2021	2020
	\$	\$
<b>CURRENT ASSETS</b>		
Cash and Cash Equivalents	128,145	57,198
Receivables	6,171	7,755
Prepayment	4,386	-
<b>TOTAL CURRENT ASSETS</b>	<b>138,702</b>	<b>64,953</b>
<b>NON-CURRENT ASSETS</b>		
Investment Property – Jervis Bay	1,000,000	1,000,000
Property, Plant & Equipment	7,207,997	7,402,393
<b>TOTAL NON-CURRENT ASSETS</b>	<b>8,207,997</b>	<b>8,402,393</b>
<b>TOTAL ASSETS</b>	<b>8,346,699</b>	<b>8,467,346</b>
<b>CURRENT LIABILITIES</b>		
Payables	27,154	25,601
<b>TOTAL CURRENT LIABILITIES</b>	<b>27,154</b>	<b>25,601</b>
<b>NON-CURRENT LIABILITIES</b>		
Payables	1,003,546	1,003,546
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>1,003,546</b>	<b>1,003,546</b>
<b>TOTAL LIABILITIES</b>	<b>1,030,700</b>	<b>1,029,147</b>
<b>NET ASSETS</b>	<b>7,315,999</b>	<b>7,438,199</b>
<b>ACCUMULATED FUNDS</b>		
Reserves	5,645,854	5,645,854
Accumulated Surpluses	1,670,145	1,792,345
<b>ACCUMULATED FUNDS</b>	<b>7,315,999</b>	<b>7,438,199</b>





## RAIL, TRAM AND BUS UNION OF NEW SOUTH WALES

### STATEMENT OF CASH FLOWS For the Year Ended 31st December 2021

	<b>2021</b>	<b>2020</b>
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>		
Rent Received	389,180	280,804
Interest Received	4	5
Receipt from RTBU – NSW Branch	-	24,500
Payments to Suppliers and Employees	<u>(310,494)</u>	<u>(304,205)</u>
Net Cash Provided by Operating Activities	78,690	1,104
 <b>CASH FLOW FROM INVESTING ACITIVITIES</b>		
Payment for Assets	<u>(7,743)</u>	<u>(3,375)</u>
Net Cash Provided Used in Investing Activities	(7,743)	(3,375)
 Net Increase / (Decrease) in Cash Held	70,947	(2,271)
Cash at beginning of the Year	<u>57,198</u>	<u>59,469</u>
Cash at the End of Year	<u>128,145</u>	<u>57,198</u>

# Safety Matters

## Rail workers back call to disband dangerous TAHE

**Rail workers have backed the recommendation of a Parliamentary Inquiry to disband the NSW Government's Transport Asset Holding Entity, saying the entity poses too significant a safety risk to ignore.**

The Rail, Tram and Bus Union said TAHE, which evidence presented to the Parliamentary Inquiry suggests was set up by the NSW Government as a way of fudging the budget books, can no longer be trusted to oversee a safe transport system in the state. The background to the TAHE, and related concerns have been published previously in Rail and Road.

*"Whether it was complete incompetence or something more sinister that drove the NSW Government to introduce TAHE in the first place, the outcome is the same - a system that creates an unsafe transport environment,"* RTBU Branch Secretary, Mr Claassens said.

*"It's critical the NSW Government heed the recommendations of the Parliamentary Inquiry and starts taking the necessary steps to disband TAHE.*

*"The people of NSW deserve a world-class, safe transport system. For the NSW Government to sit on this information, which clearly shows that TAHE is a dangerous accounting gimmick, and not take action to rectify is utterly irresponsible.*

Mr Claassens said the creation of Transport for NSW was bad enough with all of the problems it has created in its time but for them to double down and create another agency to further distance itself from the running of public transport is downright dangerous and lives will be lost.

*"This is just another example of the NSW Government's poor handling of transport safety,"* Mr Claassens said.

*"Right now, the NSW Government is pushing back on rail workers simple*

*claims around safety in enterprise agreement negotiations. This is evidenced by their willingness to use expensive law firms to fight us at every turn and they even resorted to shutting down the rail system to prove their point.*

*"The fact that the NSW Government has the willingness to develop an elaborate plan to hide transport costs from the budget, but then wait for rail workers to take serious industrial action before they even sit at a table and listen to their expert opinions about simple steps that could be taken to improve commuter and workers safety, beggars belief.*

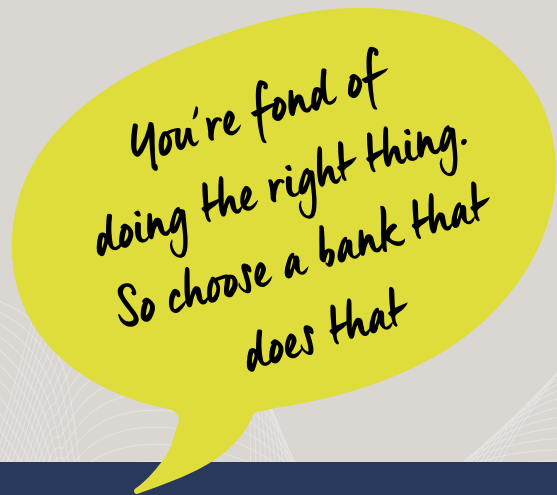
*"The sooner the NSW Government realizes that SAFE public transport is a vital community service and not simply a budget line item on a spreadsheet, the better."*



We provide banking services for human and social needs as opposed to corporate speculative gain.

### We do not invest in

In line with our ethical approach, we do not invest our members' funds in industries that may cause harm to the environment or to wildlife, contribute to climate change or hamper efforts to reduce carbon emissions. This extends beyond environmental issues, to areas such as gambling, weapons, and animal testing.



*Proud supporters of the Rail Industry for nearly 70 years.*

## THE ETHICAL ALTERNATIVE

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## Richmond Train Crew Retirement Drinks

Family, friends and work mates gathered at the Royal Hotel Richmond on Saturday the 2nd April to celebrate the following retired Richmond Train Crew:

- Les Perin – Driver
- Danny Norman – Driver
- Brian (Sarge) Sargent – Driver
- Daryl Judge – Driver
- Michael Cordwell – Driver
- Chris Shilling – Driver
- Brian Longhurst – Driver
- Bob Oung – Driver
- Goran Reves – Driver
- Steve (Crooky) Crooke – Guard
- Alan Smith – Guard



## June send off

June; Wiradjuri land and an iconic and proud NSW Railway town steeped in Locomotive history since 1878. What better way to celebrate that proud history than by honouring our retired RTBU members with a collective 332 working years shared between just seven of them.

On Sunday the 15th May the Locomotive Division attended the Junee Bowling Club to farewell retirees:

Laurie Smith – 52 years

Ian Lucas – 51 years

Bruce Vivian – 50 years

Steve Masters – 47 years

Bruce Wooten – 45 years

Paul Armour – 45 years

Robert Maher – 42 years

Their lengthy service to the rail industry, and commitment to the Locomotive Division and its predecessors, is an amazing accomplishment. Throughout their extensive careers, these members were part of actions that directly improved the working lives of rail workers and Union Members, and we thank them for it.

Nibbles and a few ales amongst friends mixed in with many a yarn and tall tale is what made the day extra special.

We would like to take this opportunity to thank our retirees and wish them all the very best in their retirement.

Special callout to Clinton Hackett who organised the day and to Peter Maskill who graciously supplied the photographs for this article.



## Fighting for the rights of Unions and their members for 85 years.

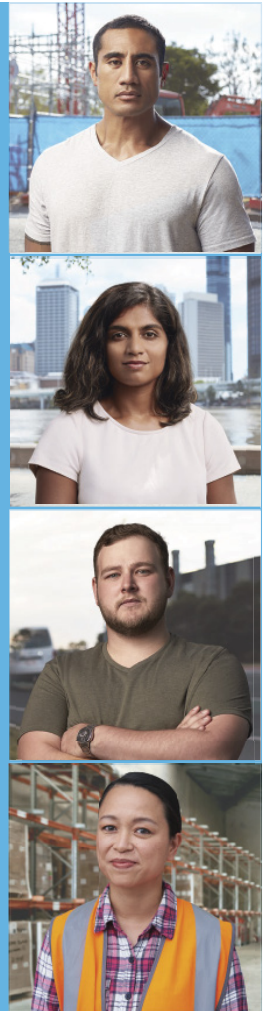
We fight to achieve the best outcomes for our clients, while reducing the stress they go through to obtain their compensation.

With our No Win. No Fee\* offer for Personal Injury Law and a Free Initial Appointment\*\*, you can afford access to the justice you deserve.

If you've been injured or suffered a loss, ask your Union for a referral to Slater and Gordon Lawyers.

Contact the RTBU Office about  
our exclusive Union member  
benefits

\*NWNFT&C's: [slatergordon.com.au/NWNF](http://slatergordon.com.au/NWNF)  
\*\*Free appointment T&Cs: [slatergordon.com.au/FIA](http://slatergordon.com.au/FIA)



# Join the RTBU Retired Members Association

Many retired members continue to receive copies of the journal Rail & Road, and take an interest in the life of the union. Many have also said that they would like to maintain a closer connection and involvement with the work of the union. The RTBU Retired Members Association was established to provide a forum for former members to meet, work on campaigns, address issues of particular relevance for retirees and to identify ways of assisting, supporting and contributing to the work of the union.

It is expected that the Retired Members Association will function independently and pursue issues that it identifies as priorities.

If you are a retired member of our union, we would like you to consider joining the Retired Members Association. Membership forms are available from the RTBU Head Office, Level 4, 321 Pitt Street, Sydney or on the union website: [www.rtbu-nsw.asn.au](http://www.rtbu-nsw.asn.au)

**For more information, contact Chris Doyle on 0425 327 195  
or the union office on (02) 9264 2511**

# UNION HEALTH MEMBERS ARE THE TRUE HEROES OF OUR STORY.

Union Health members are Aussie nurses, ambos, shop assistants and transport workers. Day in, day out, Australia trusts them to be there when they're needed. And they trust Union Health to be there for them in return.

Union born and bred, you can count on us to always put your best interests first. As a not-for-profit, member-owned health fund, we're run purely for the benefit of our members.

We treat our members like family. During the COVID-19 global pandemic we looked after members by delivering a multi-million-dollar COVID relief package and checking in on vulnerable members.

Being there for our members is why they voted us one of the most trusted health funds in Australia in a recent national survey of health insurers\*. Plus, we received top billing for satisfaction, service and quality products.

At this time of year, you hear a lot of talk about tax time savings you can make with your health insurance and offers and incentives to get you to switch.

Ask yourself this question: What do you really need from a health insurer?

We're all about **GIVING, SAVING** and **BEING THERE**.

- Giving peace of mind you'll be treated like family, not just a number.
- Saving you every day with Mates Rates offers and discounts to help every dollar count.
- And, most importantly, being there for you when you need us most.

Sure, like the other health funds, we can help you save on tax if that's what you're looking for. But we can offer our members so much more. We believe they deserve it. Don't you deserve it too?



Scan the QR code to find out more about Union Health today

*\*T&Cs apply. Union Health is brought to you by TUH Health Fund (TUH), proudly serving Australian union members and their families for 50 years. TUH voted top 2 most trusted health providers, IPSOS Health Care & Insurance Australia 2021.*

## CHOOSE A HEALTH FUND THAT MEMBERS TRUST

Join before 30 June and get **4 WEEKS FREE** after your first month of payment.\*

**union health**  
Powered by TUH Health Fund



1300 661 283 | [unionhealth.com.au/partner-rtbu](http://unionhealth.com.au/partner-rtbu)



**RTBU Members can also take advantage of the United Services Union's Riverside Resort at Port Macquarie**

The RTBU and USU have a reciprocal arrangement where members of each union can book holidays at the two locations, at member discounted rates.

The USU owns the Riverside resort, in a glorious location on the Hastings River at Port Macquarie on the north coast of New South Wales. The resort consists of a Motel and a Caravan Park.

Stay in comfort at the holiday resort and enjoy great discounts and great style while relaxing in what many say is the best climate in Australia.

No matter what type of holiday you are after your needs are covered. Lots to do any time of the year! There are a lot of attractions in the area for you and your family - have a great game of Putt-Putt golf or try Jet boating, Parra Sailing, Waterslides, Wave Bowling & Lawn Bowls which are all within walking distance. And don't forget the fishing! **Please note** - there are no tent sites at the Port Macquarie Caravan Park.

**You can contact the motel or caravan park by calling the Riverside Resort on 02 65849155 or check the website at [www.riversideresortatport.com.au](http://www.riversideresortatport.com.au)**

You can also call the United Services Union's Head Office on 02 9265 8211 for more information.

Members must provide proof of identity plus their RTBU membership card at the time of arrival at Jervis Bay or Port Macquarie or full rates will apply.



# RTBU Holiday Park at Jervis Bay

Located in the Booderee National Park, the RTBU Holiday Park at Jervis Bay, is just a 3 hour drive south from Sydney, but a world away...

Each of the 14 self-contained cabins sleep up to a maximum of 6 people. Cabins have a queen sized bed, two single beds and a set of double bunks. You will need to bring your own sheets as only mattress protectors, quilts and pillows are supplied.

The cabins contain a digital television, an oven, microwave, fridge, crockery, cutlery, glassware, pots and pans as well as basic cooking utensils. Make sure you come prepared as the closest grocery shop is in Vincentia, a 30 minute drive away.

The RTBU Holiday Park facilities available to all guests include a Boat Ramp, Undercover Bar-B-Q area with seating, Tennis Court and a Coin Operated Laundry.

There are various swimming spots to enjoy and natural areas to explore, suitable for all the family.

Kangaroos, possums, wallabies, kookaburras, bandicoots, echidnas and rosellas visit the grounds of the Holiday Park daily.

Enjoy fishing for whiting, flathead and bream from the calm shores or take a quick walk to experience beach fishing for tailor and salmon on the pristine Bherwerre Beach.

Bookings can be made by telephoning the RTBU Office on (02) 9264 2511.



## Booderee National Park & Bherwerre Beach

In the Dhurga language, Booderee means "Bay of Plenty" and the area is the home to the people of Wreck Bay.

The Booderee National Park has the only Aboriginal owned Botanic Garden in Australia. The gardens are well known for providing a centre for interpreting plants used by the local aboriginal people.

The Park is also home to 200 species of birds, over 30 different native mammals including 10 species of bats, 37 reptiles, 17 amphibians and at least 180 species of fish.

The White-Bellied Sea Eagle is a special bird at Booderee as it is the guardian of the Koori people of Wreck Bay and features on the Booderee National Park logo. Within the Booderee National Park you will find beautiful white sandy beaches at Green Patch, Murrays, Steamers, Caves and Bherwerre.

Bherwerre is home to some of the Booderee National Parks rarer seabirds. Pods of bottle-nose dolphins are often spotted playing in the waves at the Sussex Inlet Entrance and Humpback whales have been known to enter the protected areas close to shore.



**Like Us on Facebook  
RTBU Holiday Park Jervis Bay**

Facebook logo with the text: **Like Us on Facebook at [www.facebook.com/RTBUNSW](http://www.facebook.com/RTBUNSW)**







# RTBU CHANGE OF DETAILS FORM

## CHANGE OF PERSONAL DETAILS

Surname		Given Name(s)		Gender <input type="radio"/> Male <input type="radio"/> Female
Street Address		Suburb		Post Code
Home Telephone Number	Work Telephone Number	Mobile Number		
Date Of Birth	Email (work)			
	Email (home)			
Employer	Employee Number	RTBU Member Number	Date Commenced	
Occupation: Eg Train Driver	Work Location/ Depot	Employment Status <input type="radio"/> Fulltime <input type="radio"/> Part time <input type="radio"/> Casual		

## CHANGE IN BANKING DETAILS

**IMPORTANT** Members need to specify the date of their next pay so that when the membership fee debit occurs on a **Friday** there is sufficient money in the account to ensure the transaction is not dishonoured which results in you then being charged an additional fee by your bank.

Next Pay Week
---------------

## DETAILS OF BANK ACCOUNT TO BE DEBITED

Name of Financial Institution (Bank)	Branch where account is held
Account in the name(s) of	
Bank/State Branch Number: (BSB Six Digits)	Account Number (Maximum of 9 digits)

## DETAILS OF CREDIT CARD TO BE DEBITED

Credit Card Type: Eg Visa, MasterCard, AMX	Credit card in the name of	
Credit Card Number		Expiry Date

//We authorise and request the Australian Rail Tram and Bus Industry Union, until further notice in writing to arrange for my/our account described in this direct debit authority, to be debited with any amounts which the debit user may properly debit or charge me/us through the direct debit system.

//We authorise and request this direct debit authority to remain in force until cancelled, deferred or otherwise altered in accordance with this service agreement.

SIGNATURE	DATE
-----------	------



# MEMBERSHIP APPLICATION FORM

Surname		Given Name(s)		Gender <input type="radio"/> Male <input type="radio"/> Female
Street Address		Suburb		Post Code
Home Telephone Number	Work Telephone Number	Mobile Number		
Date Of Birth	Email (work)			
	Email (home)			
Employer	Employee Number	Date Commenced		
Occupation: Eg Train Driver	Work Location/Depot	Employment Status <input type="radio"/> Fulltime <input type="radio"/> Part time <input type="radio"/> Casual		

I, \_\_\_\_\_ the undersigned, hereby apply to become a member of the Australian Rail, Tram and Bus Industry Union, an Organisation of employees registered under the Fair Work (Registered Organisations) Act 2009 as amended, and hereby undertake to comply with the Rules and By-Laws for the time being of the Union.

**Signature of Applicant** \_\_\_\_\_ Dated \_\_\_\_\_

I, \_\_\_\_\_ the undersigned, hereby apply to become a member of the Rail, Tram and Bus Union of New South Wales, an Organisation registered under the Industrial Relations Act 1996 (NSW) as amended, and hereby undertake to comply with the Rules and By-Laws for the time being of the Union.

**Signature of Applicant** \_\_\_\_\_ Dated \_\_\_\_\_

- I agree to pay \$ \_\_\_\_\_ via  **DIRECT DEBIT** fortnightly OR  **CREDIT CARD** fortnightly. or any other amounts as may be determined from time to time in accordance with the Rules of the Union. I certify that I have received a copy of Rule 14, Notification of Resignation From Membership.
- I/We authorise and request the Australian Rail, Tram and Bus Industry Union, until further notice in writing to arrange for my/ our account described in this direct debit authority, to be debited with any amounts which the debit user may properly debit or charge me/us through the direct debit system.
- I/We authorise my employer to notify the Australian Rail, Tram and Bus Industry Union of any change of address during my employment.
- I/We authorise and request this direct debit authority to remain in force until cancelled, deferred or otherwise altered in accordance with this service agreement.

**Signature of Applicant** \_\_\_\_\_ Dated \_\_\_\_\_

## DETAILS OF THE ACCOUNT TO BE DEBITED

Account Name **OR** Name on Credit Card \_\_\_\_\_

Financial Institution \_\_\_\_\_

Branch \_\_\_\_\_ Date of next pay \_\_\_\_\_

**IMPORTANT** Members need to specify the date of their next pay so that when the membership fee debit occurs on a Friday there is sufficient money in the account to ensure the transaction is not dishonoured which results in you then being charged an additional fee by your bank.

Bank/State Branch No. (BSB) \_\_\_\_\_ Account No./If Credit Union Membership No. \_\_\_\_\_

Card Type  MasterCard  Visa Expiry Date \_\_\_\_ / \_\_\_\_

Credit Card Number \_\_\_\_\_

# IMPORTANT

PLEASE KEEP THE FOLLOWING  
FOR YOUR REFERENCE

## RESIGNATION FROM MEMBERSHIP OF THE RTBU

1. A member may resign from membership of the Union by written notice addressed and delivered to the Secretary of his/her Branch.
2. A notice of resignation from membership of the Union takes effect:–
  - (a) where the member ceases to be eligible to become or remain a member of the Union
    - (i) on the day on which the notice is received by the Union or
    - (ii) on the day specified in the notice, which is a day not earlier than the day when the member ceases to be eligible to become a member, whichever is later; or
  - (b) In any other case:–
    - (i) at the end of two weeks; or
    - (ii) on the day specified in the notice: whichever is later.
3. Any subscriptions, fees, fines and levies owing but not paid by a former member of the Union in relation to a period before the member's resignation took effect, may be sued for and recovered in the name of the Union in a Court of competent jurisdiction, as a debt due to the Union.

4. A notice delivered to the Branch Secretary shall be deemed to have been received by when it was delivered.
5. A notice of resignation that has been received by the Union is not invalid because it was not addressed and delivered to the Branch Secretary.
6. Resignation from membership of the Union is valid even if it is not affected in accordance with this Rule, if the member is informed in writing by or on behalf of the Union that the resignation has been accepted.

### What happens if I get pregnant, sick for an extended period or take leave without pay?

If you are on unpaid maternity leave, sick or are off work for a substantial period of time you can seek to have your membership fees suspended until you return to work by giving written notice addressed and delivered to the Secretary of his/her Branch under Clause 11 (8):

- (8) Notwithstanding the foregoing provisions of this Rule, should any member during any financial year be without pay owing to ill health or to other causes which a Branch Executive regards as warranting special consideration, then the Branch Executive may grant the member exemption from payment of all or any contributions imposed in accordance with the Rules for all or part of the period during which he/she is without pay. During the period of the exemption, the member shall be deemed to be financial.

**The Rail, Tram and Bus Union is bound by the Privacy Act and your information can only be used for RTBU processes and cannot be used for any other purposes.**

Level 4, 321 Pitt Street  
Sydney NSW 2000  
Tel (02) 9264 2511  
Email: [nswwho@rtbu-nsw.asn.au](mailto:nswwho@rtbu-nsw.asn.au)  
Website: [www.rtbuexpress.com.au](http://www.rtbuexpress.com.au)



**RTBU**

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As one of Australia's largest and best performing super funds, we know that you don't need to sacrifice doing well to do good.

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Before deciding if this is right for you consider the PDS on our website. Issued by Aware Super Pty Ltd ABN 11 118 202 672, AFSL 293340. <sup>^</sup>Returns for the Aware Super Accumulation Growth option were in the top 5 for the 3 and 5 year periods ending 31 December 2020, SuperRatings Fund Crediting Rate Survey (SR50 Balanced (60-76) Index) ranking out of 49 funds for 5 years. Past performance is not a reliable indicator of future performance. The total annual fee (inclusive of admin and investment fees) for our Accumulation Growth option is 1.04% p.a the overall average is 1.38% p.a Chant West Super Fund Fee Survey, December 2020, based on a \$50,000 balance in a Growth option.