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Our first Labour Day

This year is the 125th anniversary of Queensland’s First Labour Day march.

On Friday 1 May 1891, 1340 men, 618 horses, 2 marching bands and at least one woman paraded through the outback town of Barcaldine.

It was an eye-popping display for a small country town – six shearers demonstrated shearing live sheep on a wagon pulled by six horses, 52 men on horseback led the Carriers’ Union, a woman on a wagon waved a “Young Australia” flag and at the front was the banner of the Australian Labour Federation, a forerunner of the Queensland Council of Unions.

Less than two years earlier a global organisation of socialist and labour parties had declared 1 May as International Workers’ Day. Barcaldine was one of the first places in the world to celebrate International Workers’ Day.

Two years later on 1 May 1893, Brisbane held its first International Workers’ Day event with an Eight-Hour Day procession. In 1901 the Queensland Government declared a public holiday for the first Monday in May which became known as Labour Day from 1912.

Why Barcaldine?

With trade unions legalised in Queensland in 1886, thousands of workers joined unions in the hope of improving their wages and conditions.

Most Queensland jobs at the time were in mining or the pastoral industries. In 150 shearing sheds around the state 3700 unionised shearers refused to work alongside non-unionists.

Concerned about shrinking profits, pastoralists fought back, forming the Pastoralists’ Federal Council and demanding the right to employ non-unionists on individual contacts at lower rates of pay.

So the scene was set for the 1891 Shearers’ Strike declared on 5 January. Forty strike camps were established in towns near the shearing sheds. One of the biggest was at Barcaldine.

Many politicians were pastoralists themselves. They sent in troopers to break the strike. The strikers were armed but they were also measured in their response. There was little violence.

Despite the show of strength on 1 May, the strike was faltering. As winter approached food was running out. 225 people were arrested and many were later jailed. In the aftermath union membership temporarily dropped, but the seeds of the labour movement were sown.

While in Barcaldine under an old Eucalyptus dubbed the Tree of Knowledge, the unionists founded their own political party. Only 8 years later the world’s first Labor Government was formed in Queensland.

Unions regrouped to continue the ongoing fight for better wages and conditions. Now every year in May in cities and towns across Queensland, Union members still march to celebrate a proud tradition.

Go to www.labourday.org.au for a list of events all over Queensland on the Labour Day weekend 30 April-2 May.
Penalty rates – can we rename them?

If we could turn back time, we would call penalty rates something else, don’t you think?

Sure they are supposed to be a penalty to employers for working people unsociable hours but the term can be confusing.

Maybe they should have been called “inconvenience” rates, or even “time away from your family” rates. But whatever you call them they are about compensating people for working unsociable hours.

We know that penalty rates are under attack right now. We’ve seen the Turnbull LNP Government setup a review of penalties with only one outcome available – to scale them back. We don’t see any reviews into getting big business to start paying tax – that’s right – to start paying the tax they should be paying.

For some reason it’s the people doing the heavy lifting who are being asked to pay more, to work harder and do more with less.

Why not start with the companies making a fortune, getting government subsidies and setting up overseas tax rorts to avoid paying tax?

Even if you don’t get paid penalty rates directly because you are on an aggregate rate – your rate has got penalties built in. Wind back penalties and we’ll hear arguments from companies to wind back aggregate rates.

I’m certainly pleased to hear Labor’s Bill Shorten and the Greens committing to retain penalty rates. They seem to understand how important it is that we continue to provide proper compensation for so many in our industries who work unsociable hours so our communities can continue to function.

Public transport – critical to our future

The outcome of the BCC elections are now complete and we need to continue pushing to ensure there is security for Bus Division members.

I was quite pleased that at the outset, aside from the Greens (surprisingly) all serious contenders for the Lord Mayoralty were talking about public transport. It’s a good thing that all sides of politics, at least in the BCC, see public transport as a critical feature of life in Brisbane in the future.

As well as the important announcement that the Gold Coast Light Rail will be extended, we are pleased to see more of these types of projects getting proposed.

Talking about the Gold Coast Light Rail, I was pleased to attend a meeting of members recently to talk about the bargaining underway. It was great to welcome some new members on board, help some people join on the day and discuss the important first collective agreement they are working on.

There is a lot of enthusiasm for Light Rail and the RTBU as always will help members get the best deal possible.

It’s a good thing that all sides of politics, at least in the BCC, see public transport as a critical feature of life in Brisbane in the future.
The Palaszczuk Government’s review of the industrial relations framework in Queensland was released in early March 2016.

Industrial Relations Minister Grace Grace said the IR review made a series of recommendations around promoting a fair and balanced industrial relations framework and strengthening the independence of the Queensland Industrial Relations Commission.

Queensland Council of Unions’ General Secretary Ros McLennan said the government’s open consultation process for the review report was in stark contrast to the previous Newman LNP government.

She said the report recommendations were a significant improvement in the State’s industrial relations, and built on amendments already made by the Labor Government in 2015.

“These recommendations go some way towards remedying the extreme anti-worker legislation introduced by Campbell Newman and Jarrod Bleijie during their single damaging term of government,” she said.

Queensland unions joined industry representatives, lawyers, academics, and employer groups such as the Chamber of Commerce and Industry Queensland in making public submissions into the current IR system.

“While the review reference group took a more measured approach to submissions, many worthwhile initiatives proposed by the QCU were not included in the final report,” Ros said.

“Everyone has a view about the future of industrial relations in Queensland. Unions had a fair hearing but we certainly did not get everything we wanted,” she said.

“However, Queensland workers will benefit from improved enterprise bargaining provisions, restoring fairness to conciliation and arbitration procedures, and a formal commitment to consultation.

“There will also be a focus on addressing domestic violence, bullying and discrimination matters. Fairer regulation of industrial organisations is a priority.”

The report marks the first major review of Queensland’s industrial relations laws since 1998.

It delivers on a commitment the Palaszczuk government made to Queenslanders during the 2015 election campaign.

Ros said unions would continue to be part of consultations with the government to ensure Queensland has modern, updated laws that work for all parties.

Grace Grace said the government would continue to consult with stakeholders prior to introducing legislation.

“We’ll continue to consult with stakeholders and the public on the recommendations,” Grace said.

The legislation is expected to be updated towards the end of 2016.
If you've been injured at work, it is important you understand your rights to ensure you are in the best position possible to submit a workers' compensation claim down the track.

Many injured union members report they were bullied by their employer, particularly about medical appointments, doctor's reports and injury assessments.

If you are injured at work, it's important to seek medical advice – even if your injury doesn't appear to be serious.

Some injuries, such as back pain or a stiff shoulder can turn out to be quite significant.

Make sure you let your RTBU workplace delegate know if you've been injured, or a trusted co-worker, so the necessary incident report paperwork can be started and you have a witness account.

When seeking medical advice, some employers, like Aurizon, will try to force you to see the company doctor.

You can, and should, see your own doctor. There are limited instances in which an employer can legitimately request that you see the company doctor:
• a once-off functional capacity assessment to ensure you are fit to return to work
• if your employment agreement, industrial agreement, employment contract requires you to undergo a medical assessment, such as a fitness-for-work for safety-critical workers.

The workers' compensation insurer can request you to see a doctor of their choosing at any time during your claim.

If you have a non-work related injury and your employer is treating you adversely because of it, you should notify your union delegate.

If it is not one of these situations, you should feel confident refusing your employer's request.

You also don't need to have an employer representative present at your appointment. You can, and should, refuse any requests such as this.

Doctor appointments are private and confidential, and your employer is not legally allowed to come with you into the appointment or see your medical records unless you provide authority to do so.

If your employer bullies you for your medical records, speak to your RTBU delegate immediately.

Some employers are self-insured, such as Aurizon and Brisbane City Council. They sort of wear two hats. They are both employer and insurer.

This gives rise to a conflict of interest which the Union does not like, but sadly, the law allows.

For the purposes of being injured at work, self-insured employers still have to follow the same legislation as WorkCover Queensland. For more information on your workplace rights, call the RTBU on 07 3839 4988 and ask for a referral to the Union's preferred lawyers, Maurice Blackburn.
The annual RTBU Maurice Blackburn Student Bursary program has ended for another year, with a record 34 applications received from budding tertiary students across Queensland.

The program, which gives away five $1,000 bursaries each year, invites high-achieving students to showcase their talent, ambition and passion within their chosen field of study.

We are pleased to announce that the five scholarship recipients for 2016 are Anna Anderson, Daniel Boyd, Nancy Chou, Krystal Suthers and Christopher Strom. All final recipients showed exceptional academic abilities, a commitment to excellence in sporting or community activities, and alignment to the values of both the RTBU and Maurice Blackburn Lawyers.

Owen Doogan, RTBU Queensland State Secretary, said he was “delighted with the quality of the applicants which would certainly have presented Maurice Blackburn with a challenge to select only five successful applicants”.

He added, “The RTBU appreciates Maurice Blackburn’s support for the Union in providing to dozens of members and their families over many years through the provision of this bursary”.

Nancy Chou, 22, was an easy stand out for assessors. Nancy’s father, a doctor by trade who practiced in rural Taiwan, moved the family to Australia in order to provide a better future for his children. Po-Lin Chou joined the RTBU and now works as a bus driver based at Willawong Depot.

Nancy was a natural all-rounder, with outstanding achievements in academic, sporting and humanitarian endeavours in her local community of Parkinson, just south of Brisbane. Nancy was involved in the planning and engagement of numerous compassionate outreach programs within the school and community, including the provision of tutoring to disadvantaged children and refugees. She has already completed a Bachelor of Pharmacy/Biology and is completing a post-graduate qualification in Education.

Peter Koutsoukis, Managing Principal at Maurice Blackburn Lawyers, praised the candidates for their efforts.

“These applicants are worthy winners and hopefully the RTBU bursary amounts will assist them in achieving their career goals. The RTBU and Maurice Blackburn recognise the importance of tertiary education.

“We wish the bursary winners luck in their future careers.”
Penalty rate cuts would affect transport industry

One of the most controversial aspects of the Australian Productivity Commission’s Workplace Relations Framework released on 30 November 2015 was the recommendation to reduce Sunday penalty rates in some industries.

While the recommendation was not directed at the transport industry, any reduction in Sunday penalty rates would drive down wages for everyone working outside standard business hours.

At the present time the push for a reduction in Sunday penalty rates is focused on the so-called HERRC industries.

HERRC stands for hospitality, entertainment, retail, restaurants and cafes.

The push is coming from the big employers and the industry associations in those industries.

The Productivity Commission recommendation was directed at Fair Work Australia with the blessing of the Turnbull Government.

Recommendation 15.1 says Sunday penalty rates should be the same as Saturday penalty rates or 125% the basic hourly rate, whichever is higher.

Sunday penalty rates vary but are frequently double time or more.

If Fair Work Australia decides to introduce the recommendation to lower Sunday penalty rates it will let the genie out of the bottle.

The reduction in Sunday penalty rates would inevitably flow on to all sectors of the Australian workforce. That’s the way precedents work in industrial relations.

**What it means for the transport industry**

Transport is a truly 24-7 industry.

Productivity Commission figures show more than 30% of workers in the “Transport, Postal and Warehousing” sector work at night, or on rotating or irregular shifts.

This compares to 18.6% of all industries in Australia.

RTBU members routinely work nights and weekends.

While some RTBU members are paid Sunday penalty rates, many RTBU members employed full-time and working nights and on weekends are paid at an “aggregate” rate.

A aggregate wage is higher than a standard 9am-5pm weekdays wage because it is calculated to include additional entitlements such as overtime and penalty rates.

Even though many RTBU members are not technically paid Sunday penalty rates their wages rates are based on a calculation which does, in fact, include Sunday penalty rates.

So while the effect would not be immediate, a reduction in Sunday penalty rates would flow on from the HERRC industries to all industries and then affect the calculation of “rolled-up” rates.

This means there are strong reasons for all workers to oppose the change, not just those immediately affected.

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Planning for retirement is about more than just money. It involves thinking about what you’d like to do in retirement and about how, and where, you’d like to spend it.

At ipac we help our clients focus on what is most important to them – understanding their financial possibilities and realities.

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2016 Federal election looming

As The Advocate went to print the Prime Minister Malcolm Turnbull was threatening to call a double dissolution Federal election to be held on Saturday 2 July.

On becoming Prime Minister in September last year, Turnbull enjoyed high personal popularity which translated into support for the Liberal-National Coalition.

A Morgell Poll in December 2015 had the Coalition at 57.5% on a two-party preferred basis.

While other polls were less extreme, all showed a comfortable win for the Coalition had an election been called at the time.

More recent opinion polls have shown the Coalition and Labor split down the middle at 50-50.

By threatening a double dissolution election, Turnbull is looking to reset political debate and claw back political popularity.

Crazy-brave option
Calling a double dissolution election is a crazy-brave option especially as it effectively means the election campaign has already started and will go for months.

A double dissolution means all positions are declared vacant and all Members of Parliament and Senators face the voters.

Double dissolution elections are rarely called because they can be volatile and unpredictable.

A double dissolution requires a trigger where important legislation is blocked by the Senate.

In this instance Turnbull has chosen to make industrial relations laws the focus of the double dissolution debate.

The Senate has previously rejected legislation to reinstate the Australian Building and Construction Commission (ABCC).

Election issues that count
Turnbull has chosen industrial relations because he thinks it is an issue where there are clear differences between Labor and the Coalition.

Yet in a recent Essential poll of the most important election issues for Australian voters, industrial relations rated a lowly 8%.

The issues that counted were:
• Australia’s health system (43%)
• the economy (37%)
• Australian jobs and protection of local industries (35%) and
• a fair taxation system (29%).

A specific poll on penalty rates showed 81% of Australians think people who work outside normal hours should be paid more.

Running on industrial relations is a risky option as it will motivate unions into run campaigns against the Turnbull Government.

The other simmering Federal issue is marriage equality.

If he wins the election, Turnbull has promised a plebiscite despite an estimated cost of $160 million.

There is no legal requirement requiring a plebiscite, Parliament could simply pass legislation.

If Labor wins, Bill Shorten has promised to legalise same-sex marriage in the first 100 days.

What if the Double D fizzes?
If the Senate cross-benchers back down and pass the ABCC legislation, the double dissolution will be a fizzer. This will delay the election but not for long.

A regular half Senate and House of Representatives election still must be held before January 2017.

Turnbull can’t call a normal election until 1 July, so the first possible date comes in August.

In which case settle back for one of the longest election campaigns in history.

Return to a WorkChoices Senate

Senate reforms could allow the Coalition to coast to absolute control.

The recent changes rushed through the Senate may put to bed some unusual characters who have managed to get into the Senate with a very low voting base.

Losers: Those Independents will now be the losers in a double-dissolution election.

Winners: Unfortunately, not only are there losers, the new Senate election system also creates winners.

The nature of the system increases the opportunity for gains for the Coalition, which means a likely Coalition Senate majority if the current polling is close to the mark.

Since the expansion of the Senate in the early ‘80s, only once has one party had absolute control of the Senate. Yes, you guessed it, the WorkChoices years.

In 2004, John Howard secured an overall majority in the Senate and the Coalition was free to introduce any industrial relations policies it wanted.

Hence, the most extreme industrial relations legislation (WorkChoices) ever passed by a Federal Government was imposed upon hard-working Australians.

The absolutely outrageous budget produced by the Coalition in 2014, breaking many election promises made only a few months before, would have been passed unscathed if the Coalition had the absolute Senate majority, which is very likely after the next election.

Whatever one thinks of some of the Senators, a Senate not controlled by one party, is a “house of review” which prevents extreme ideas from one side of politics being forced on the Australian people.

The facts are that Labor holds less than a third of the Senate seats and has not had a majority in 65 years. The Coalition is presently only a handful of seats away from control and, with the new voting system, it could easily get control.

The RTBU urges members, regardless of who you vote for in the Lower House, to put the Coalition last in the Senate elections. Only the coalition can win it and, with that, Australia loses its “house of review” in real terms.
In a blaze of purple and green balloons RTBU members celebrated International Women’s Day with morning teas on 8 March.

The Tram and Bus Division recognised women’s role in the transport industry with morning teas in all Brisbane City Council Bus Depots as well as KDR Light Rail on the Gold Coast.

RTBU Women’s Committee President Wendy Hodgson was the driving force behind the International Women’s Day morning teas.

“The event was very well received by RTBU members,” Wendy said.

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The negotiation of agreements for Queensland Rail took quite some time – over 18 months in the end. What a rocky road it was too.

From being a few weeks away from arbitration (of every condition of employment using the unfair Newman LNP workplace laws), we not only got an important ruling from the High Court moving us to Fair Work Australia, but we also saw the Palaszczuk Labor Government elected putting a halt to privatisation.

The outcome of negotiations is a good one because it provides an important base to work from into the future. This round was about securing certainty in employment along with some well-deserved pay increases.

We have secured important protections around contracting out, tight rules around the use of casuals and a return to fairness in policies and consultation processes. It’s an important milestone.

Members endorsed the agreements in large numbers and at the time of publication the agreements were making their way through the formal process of certification in the Fair Work Commission.

We need to acknowledge the hard work our workplace delegates put in to get these agreements.

We didn’t achieve everything we wanted, but most would agree we gained what we needed from this round.

Your delegates were at the negotiations making sure we argued loud and long for a fair deal and a wage increase.

Disputes affecting people in and outside Aurizon

It seems we are seeing Aurizon playing a ‘long game’ when it comes to the way they approach industrial relations.

We are seeing them playing an agenda which is being echoed in other industries and workplaces.

It’s common knowledge that employers have their own unions. They dress them up with official sounding names like the Chamber of Commerce or the Retailers Association but they work like unions, except they operate only in the interest of your employer – no-one else.

You’re seeing it in action where companies are coming out in the media complaining about penalty rates.

It’s all organised by their industry associations (employer unions) and supported by the Turnbull Liberal-National Government.

In Aurizon’s case we see them making inflammatory decisions aimed at pushing the envelope and then trying to use the Fair Work Commission to gain benefit for themselves and other employers. It’s no surprise.

A good example is their recent attempt to cancel our agreements. They had clearly been planning it all along – they got the decision they paid for using a battalion of high-priced lawyers, and now we see employers lining up to use it as an example of why they should have their agreements cancelled.

Working with RTBU National Office we are putting together a strategy which deprives Aurizon of any more opportunities to take workers for a ride.

We need to operate in a way to start to turn the tide on this company, for the benefit of Aurizon members and anyone else caught by bad decisions.

Delegate training

We have refocussed on Delegate Training over the last several months.

We’ve undertaken training in both the Bus and Rail Divisions. Our new training is all about building a strong, active and connected union. It works in two parts.

The first stage is in the classroom and we go through some key modules which focus on the important role of the workplace delegate as someone who brings people together.

We run through sessions devoted to making sure delegates facilitate people having a say, and making sure we are systematic about how we deal with people.

From there we look at ways we can resolve issues important to members and finally – develop a plan for the future.

The second phase is where the RTBU Organiser works with delegates to make sure they are applying their new skills and developing others along the way.

So far we believe delegate training has been successful and we’re seeing great results.

If you are an RTBU delegate and haven’t been for training yet, contact your RTBU Organiser and express your interest.

Peter Allen
QUEENSLAND INDUSTRIAL OFFICER
Peter has been Queensland Industrial Officer since 2003. Contact Peter at the RTBU office on 07 3839 4988.
Transport isn’t just an economic portfolio, it’s a frontier for social policy and a lever to improve people’s lives, connect communities and drive productivity.

Investing in public transport infrastructure will be crucial to managing Queensland’s growing pains into the future and ensure we unlock capacity constraints. The health of our state’s public transport infrastructure will determine how successfully Queensland manages population growth on the horizon.

It’s a challenge for all levels of government to ensure we’re investing in the infrastructure needed for the future and we’re planning to accommodate growth and ensure people have access to public transport services.

Keeping Queenslanders moving and keeping pace with growth is a mandate that the state has entrusted to the Palaszczuk Government and I take this responsibility very seriously.

Launching the $35 billion capital works program, the State Infrastructure Plan delivers on our commitment to provide certainty to business and community about the Government’s investments. It also reflects how the Queensland Government is planning for the future and responding to the population growth on the horizon.

As a Government we’re focused on investing in the infrastructure Queenslanders need to maintain our state’s standard of living.

North Coast Line
Our plan provides a down payment of $500 million in new funds, including $95 million in the North Coast Line Capacity Project. This investment in the long neglected North Coast Line is significant and will enhance the performance of the North Coast Line from Nambour to Townsville.

Gold Coast Light Rail
Since the election we have also secured stage 2 of Gold Coast Light Rail and announced a proposed contractor to commence early works in April. CPB Contractors (formerly Leighton Contractors Pty Ltd) will design and build the 7.3 kilometre extension in time for the Gold Coast 2018 Commonwealth Games and ensure that thousands of people will be able to travel on heavy rail from Brisbane and connect to Light Rail on the Gold Coast. The project will complete the missing link between Brisbane and the Gold Coast and provide an immediate boost to the construction industry supporting up to 1,000 new construction jobs.

Light rail has already transformed the Gold Coast, but Stage Two will provide a seamless journey for these passengers to move around the Coast and connect to Brisbane and will contribute an estimated $160 million to the Gross State Product.

Rail Horizon
Access to transport infrastructure and services profoundly improves people’s lives, providing

“We must invest in public transport”
– Stirling Hinchliffe
mobility and delivering access to opportunities.

The support for the mobility of all people in our society is an absolutely crucial task, and not one that the Palaszczuk Government takes lightly.

With the passenger load on South East Queensland’s busiest railway lines set to reach capacity in the next decade, we need to invest in network improvements that address the capacity and congestion challenges we’re facing.

In March I released our long-term rail network strategy, the Rail Horizon, outlining the projects and solutions our state needs to ensure our infrastructure keeps place with growth.

By 2036, the population of South East Queensland will swell to more than 4.9 million people.

When you look at our population projections, our transitioning economy, and a series of changes in technology, it becomes clear that at this moment in time it is critical for us to prepare and plan for the future.

Cross River Rail

With the South East Queensland region expected to nudge almost five million residents in the next twenty years and big growth areas on the Gold Coast, Sunshine Coast and Brisbane metropolitan areas it is clear there are mobility challenges around the corner.

Those challenges mean the Merivale Bridge will approach capacity use at 2021. It means commuters will start to feel growing pains, with excessive crowding on rail by 2026. With an additional 1.2 million passenger trips by 2036, without improvements the cost of congestion is estimated to be around $9 billion annually.

Investing for the future now

There is a window to act, but we must invest now in public transport infrastructure in South East Queensland to plan for the future.

With key initiatives targeting the rail network, including Moreton Bay Rail Link, the Coomera to Helensvale track duplication, new generation Rollingstock and the proposed Cross River Rail, the Rail Horizon strategy has put the commuter at the heart of the decisions we make to deliver on our vision.

As Minister I believe that access to mobility encompasses more than infrastructure and services, it goes to the core of Labor’s belief in equality.

Access to public transport services for members of our community with disabilities is fundamental and RTBU members have a unique role to play in assisting passengers with disabilities on our rail, tram and bus public transport services.

How we choose to invest in, structure, regulate and deliver systems of transport will heavily shape how we as a society can adapt to and make the most of these big transitions.

I believe transport is the backbone of this transition.
Aurizon playing hardball on safety

At Aurizon the tortoise goes home safely and the hare goes to Centrelink as workers face the sack for safety breaches.

It’s no coincidence with shares falling Aurizon is cost cutting and focusing on workplace behaviours and managing unsatisfactory performance.

Some say Aurizon has gone safety mad and are excluding workers at an alarming rate.

It is very hard for anyone to say “my employer is being too safe”.

In the past management may not have known, or may have turned a blind eye to safety breaches in the effort to get things done quickly.

The fact remains the worker on the ground is the one who ends up wearing the consequences when things go wrong. This has been obvious in a few cases recently.

Members are paid by the hour not by the tonne and it’s frustrating when we hear “we did it that way because its quicker”.

To be blunt, it might be the quick way to the unemployment line.

Aurizon makes no bones about the fact a safety breach “regardless of how minor” is a serious issue.

More and more members find themselves facing unemployment for doing what they have always done, or doing something because its quicker that way.

It simple, REGARDLESS of how much longer it takes, REGARDLESS of how many times you have done it that way in the past, you need to follow all safety instructions to the letter.

Pay particular attention at tool box talks and when asked to sign for a safety alert make sure you understand what is now required.

If in the event of an accidental safety breach seek immediate advice from your local delegate and never, never go to meetings about managing unsatisfactory performance without a support person present.

PN Coal fatigue levels
Members at Pacific National Coal regularly report the effects of the uncertainty of rostering and fatigue levels.

While all agree shift working is part of the job, irregular roster patterns, and the inability to plan sleep, leads to sleep debt over the roster cycle.

Bruce Mackie recently met senior PN Coal management to discuss members’ concerns and to highlight some roster pattern concerns.

While the meeting showed management have the same concerns about a fatigued workforce, the solutions are far from obvious.

Because of PN’s model there is little room for an indicative roster like other companies.

They agreed to work more closely with workplace supervisors and the roster centre to identify areas where “smarter” rostering could reduce fatigue.

It’s timely to remind all members that fatigue is a silent killer.

Regardless of how much sleep you may or may not have had, if you feel tired, stop what you are doing and seek immediate relief of your duty.

Aurizon pushes envelope
What started as a bright idea from Aurizon management has led to an all-out stoush in the Fair Work Commission about the duties of a Rail Operator (RO).

The ink was barely dry on the Aurizon agreement when it was announced Rail Operators in Pring would be trained to start up and shut down locomotives and link and de-link them as part of their duties.

The Union is not opposed to people receiving training and obtaining extra skills, but the fact Aurizon wanted them to do it for no extra remuneration was seen as a bit of a raw prawn by members in Pring.

Your union initially met with Aurizon seeking that members who do this work be paid at a higher rate whilst doing the work “acting in higher duties”.

This was soundly rejected with Aurizon arguing they are part of the duties of an RO as they are being trained.

A common sense approach having failed, the matter was listed for conciliation in the Fair Work Commission.

Aurizon’s position was there would be no more remuneration even though it required extensive training.

Aurizon believed the Union stance was based on the old traincrew demarcation.

This could not be further from the truth – we simply want members compensated properly for the work they perform.

At the time of writing the Fair Work Commission has agreed to go to Pring to inspect first hand the work being performed and the training being done.

Consultation outcome
During the consultation phase of a recent restructure in Callemondah for Aurizon it became apparent the consultation document lacked vital details, leaving members unable to make proper, informed decisions.

The RTBU held a series of meetings at the location to hear first hand from members.

They were concerned about the need to reapply for their own jobs and had no idea which grades had been specifically targeted.

A delegation met with the management team to outline the areas of concern.

Subsequently, the document was altered and showed an increase of 11 to Freight Operator level 4.

While there is an overall reduction in workers, those remaining will receive a significant wage rise.

If you wish to remain at that same level you do not have to express an interest for your job.

This was a common sense outcome and certainly reduced the concern and confusion for the workers.
Delegate training continues in Gladstone

A two-day training course was held recently in Gladstone and was again extremely beneficial for delegates who attended.

Apart from learning about the values of being in a union, they also became aware of the importance of the members being involved in their union.

Col Gaston, delegate for John Holland said, “I learnt the importance of being a collective group of workers, standing up for one another and standing beside one another.”

Locality allowance back pay
During some changes in 2009 with the new payroll system and unbeknown to the member his locality allowance dropped back to single persons from married.

It was picked up by the member in August 2015 and was altered to the married payment, but there seemed to be a reluctance to have this amount backdated.

We did what we always do, question why this is the case and why it has not been paid.

As a result of the representation on the issue it has been confirmed that the error will be rectified and the adjustments made.

Maybe it’s time you checked your payments over this period.

Higher Grade gets paid
Members employed as Team Leaders, Callemondah acting in the higher grade job as Yard and Mini Cycle Supervisors were advised they had to work for two weeks continuous prior to being paid at the higher grade.

We believed this was wrong, saying the wording in the Aurizon, Traincrew and Transport Operators agreement was very clear.

This has now been resolved.

The same applied to a train driver who was working higher grade as a Supervisor. After approaches from our local delegate in Rockhampton, this was swiftly resolved.

If you think you should be getting higher grade and are not, let us know.

Unpaid meal breaks
Some Queensland Rail members in Travel Train have received two years’ back pay for meal breaks.

The RTBU claimed the unpaid meal breaks in question should have been ‘paid meal breaks’ under the Customer Service Enterprise Agreement.

An analysis was undertaken by the Queensland Rail time administration in conjunction with payroll to assess each affected individual’s entitlement for the period October 2013 to November 2015 inclusive.

Back pay has been recently paid to our members who work the Travel Trains and who were subjected to the wrongful rostering process.

Great work! The members stood firm on this one, great result.

Ross Villiers calls it a day

Our Central Queensland Branch Councillor for the Fleet Division has decided to call it a day and finished up with rail company Aurizon on Friday, 18 March 2016.

Ross has been an active member of the RTBU since the early 1990s and joined Branch Council some 12 years ago.

Ross represented members on everyday issues over a number of years and played an important part in negotiations for many enterprise agreements.

Joe Lunney the new delegate organised a going-away card that was handed to Ross on his last day.

The card featured an escape certificate, witnessed by his mates.

Many members shook Ross’s hand wishing him good luck in the future.

Ross was always active in Labour Day and the Queensland Council of Unions.

The RTBU says thanks to a great bloke who stood up to be counted and always defended members.
On 27 December, 2015 at 1020 hours a fully loaded acid train on its way to Mount Isa derailed between Quarrells and Julia Creek.

The locomotive and 26 wagons derailed about 20 kilometres east of Julia Creek.

Three Cloncurry Locomotive Drivers operating the service sustained minor injuries in the accident and attended the Julia Creek hospital.

The locomotive rolled over into a bore drain and ended up lying in water. Heavy rain in the area caused the track damage that derailed the train.

The Flinders Highway was closed in both directions for several days.

Workers treated the spill by putting limestone powder in the nearby Horse Creek and on the surrounding landscape to neutralise the strong industrial acid.

Wet conditions hampered recovery efforts, in particular the construction of a temporary track around the derailment site.

Crews had to build access roads from the nearby Flinders Highway to the railway line so that heavy machinery could access the site.

Around fifty Queensland Rail Infrastructure employees worked two shifts tirelessly around the clock to construct a deviation around the derailment site.

Around 4,000 tonnes of rock, 2,000 tonnes of road base, approximately 900 sleepers, a thousand metres of rail and around 2,000 cubic metres of ballast was used to construct the deviation.

The track reopened on Tuesday 12 January with the first freight train travelling through the deviation at 1820 hours.

It was estimated the total cost of the derailment for (explosives and fertiliser maker) Incitec Pivot Ltd was in the vicinity of $14 million.

Aerial views show the full extent of the derailment 20 kilometres east of Julia Creek and the water which hampered recovery efforts. Around 50 Queensland Rail Infrastructure workers took less than 3 weeks to construct a deviation around the derailment site.

**Aurizon Hughenden Depot restructure**

On 25 February Aurizon management announced a restructure of the Hughenden station operations area.

The proposed changes will see the abolishment of four Operational Maintainer positions and the creation of two Service Delivery Supervisor positions.

The changes have resulted in only two Operational Maintainer positions remaining to carry out the necessary duties including shunting activities at Hughenden.

Employees were advised that any submissions made about the proposed changes needed to be submitted by 10 March for consideration.

Implementation of the changes commenced on 4 April, with very few local opportunities being available for the surplus employees affected by the change.

**Aurizon Stuart Provisioner restructure**

A consultation meeting was held on 7 March with Aurizon management at the Stuart Provisioning facility.

At this meeting management advised employees they were going to abolish the eight Locomotive Provisioner positions at Stuart.

They went on to say the duties currently being carried out by the Provisioners would be performed in future by Locomotive Drivers.

The implementation date will be 11 April 2016.
Jeff Roberts finishes up at Aurizon after 36 years

Wagon Maintainer Jeff Roberts finished up at Aurizon Stuart Wagon maintenance facility on Friday 26 February following a further restructure of the business that saw eight Locomotive Maintainers and five Wagon Maintainers made redundant.

These latest redundancies are in addition to the closure of the Aurizon South Yard Workshops in December last year that had one hundred and sixty workers employed on site when the announcement was made to close the facility.

Jeff had worked for the railway for 36 years and was an elected on the job union representative for the RTBU for approximately 23 years.

In recognition of this dedication to his fellow workmates, RTBU Northern District Organiser Les Moffitt presented him with an RTBU Associate Membership certificate and wished him all the best for the future.

In the meantime the company would work with employees to identify possible opportunities for retraining, transfer, redeployment and voluntary relocation.

During the course of the meeting the RTBU advised management the Union was currently disputing the rate of pay Provisioners had received since the commencement of the current Enterprise Agreement.

The Union believes that the OS 2.1 rate currently being applied did not reflect the Position Description detail in terms of their duties which are more aligned with the OS 2.4 rate of pay.

QR Townsville Catering Attendant/Cleaner positions

Late last year the RTBU approached Queensland Rail Management to review the number of full-time permanent Catering Attendant/Cleaners employed at the Townsville station.

At the time there were two casual employees who were working consistent full-time hours to cover the work load.

Management agreed to the review which resulted in two full time Catering Attendant/Cleaner positions being called and filled.

PN Coal Functionality Test

The RTBU recently contacted PN Coal Management to clarify their position if an employee failed a functionality test.

This test is conducted each time as the Cat 1 medical is performed and as Locomotive Drivers get older in life they do worry about their future ongoing employment.

The company responded that there is no passing or failing the functionality test. It is a tool used to identify potential future injury risks and to provide health information to Drivers.

If any areas of potential injuries are identified, Drivers are offered work conditioning plans from a physiotherapist or other relevant sport scientist.

The overall aim of the functional test is to ensure that Drivers are aware of any potential precursors to injury and PN provide them with support to be able to have a greater chance to prevent any future injury.

Crews are not and will not be deemed unfit for duty based on the results of the functionality test.

Vale John Ryan

John started his career with Queensland Rail in 1971 as a nipper in the signal and telegraph section in Rockhampton.

He held this position until June 1972 when he left in romantic circumstances.

He then re-joined the railway in 1977 in Rockhampton as a porter. John worked his way up to being a shunter for 6 years before transferring to Townsville as a shunter-in-charge in June 1983.

In 1996 John moved over to the Townsville Container Terminal. John’s supervisor Greg Walker, (Heavy Lift Coordinator at Townsville Container Terminal) says John was dependable.

“If we needed to have a train ready, he would keep driving his favourite forklift, old 9308. Only getting out every now and then for a cold drink and a smoke before getting back behind the wheel.

“He was a little pigheaded at times, like the time when Aurizon instructed all employees to reverse park when at any Aurizon property. John refused to comply. He would park in the Dean Street carpark and walk across the road to work – rain, hail or shine.

“John also loved helping any new lads learn the ropes. He had his black folder and would trot out to help show the new boys how the computer programs worked. He has items in that folder that went out with the steam engine. He threw nothing away. It may come in handy one day, he would always say.

“We are going to miss you mate. Like I say – John’s favourite saying.”

John Ryan served 41 years with the railways. He died in November 2015, aged 60 years.

RTBU member John Ryan who passed away in November 2015

UNION NEWS

THE ADVOCATE 17
One of Southern District’s most active members, Jacqui Wright, recently spent eight weeks seconded to the RTBU full-time recruiting new members and delegates.

Jacqui signed up loads of new members and more than 30 new delegates in the CityTrain network. She travelled all over South-East Queensland visiting workers at Queensland Rail stations. “I went from Rosewood to Varsity Lakes, from Manly to Ferny Grove to Nambour meeting people and hearing their stories,” Jacqui said. CityTrain workers were very pleased to see someone from the Union.

“Meeting people face-to-face was very effective,” she said.

Jacqui frequently found there were industrial problems which she was able to help solve. She could explain how the Union is run by members and why it’s really important to belong to the Union and have a voice.

The new delegates have already gone through delegate training with the Union. That means they are well equipped to assist their co-workers and keep the new lines of communications open.

Jacqui said the experience of working for the Union was brilliant. “It was great to hear the stories and let people know they are not on their own. “We are all in the Union together, united,” she said.

New generation rollingstock
The first of the New Generation Rollingstock (NGR) has arrived in Brisbane. RTBU members and officials were at the presentation of the new train on 16 March at Wulkuraka Maintenance Centre.

The testing will start shortly with NGR services on the South East Queensland passenger rail network expected to begin in the second half of 2016.

Few trains have toilets
While the New Generation Rollingstock will have on-train toilet facilities, the RTBU estimates fewer than a quarter of South East Queensland trains have toilets at the present time.

With the network extending from Varsity Lakes to Nambour, many passengers are spending extended periods on trains without access to toilet facilities.

In addition, not all rail stations have toilet facilities including some of the newer stations.

The new Moreton Bay Rail Link stations have toilets but they won’t be open to the public unless the stations are staffed.

The RTBU believes toilets are a necessary part of a public transport system.

Project management: code for outsourcing
Queensland Rail’s Project Management Team is continuing to contract out numerous jobs which were once done in house.

The RTBU is concerned about the de-skilling of Queensland Rail’s workforce and the loss of tradespeople such as electricians and plumbers.

The Union is calling for more skilled labour which is well trained and well equipped – able to manage a variety of maintenance issues.

Moreton Bay Rail Link
Moreton Bay Rail Link is in the testing and commissioning phase.

The operations and design of the six new rail stations is a legacy of the LNP Government, and don’t include staff or toilets at all six new rail stations: Kallangur, Murrumba Downs, Mango Hill, Mango Hill East, Rothwell and Kippa-Ring.

The RTBU is pushing for all stations to be staffed and have increased public facilities.

The line is likely to open in the second half of 2016.
There was plenty to talk about at the biannual meeting of the Locomotive Passenger Subdivisional Committee meeting on 24-25 February this year.

Topics discussed included:
- new generation rollingstock
- QR enterprise agreement
- Facilities
- rosters
- training
- staffing levels
- job cards
- innovation.

New delegates ready to help members

More than 50 new delegates in all rail areas across the Southern Region have received trade union training in the last few months with a further 50 expected to be trained by the end of 2016.

Southern District organisers Shayne Kummerfeld and Ross Schimke said it was a case of the more the merrier.

“There’s been a steep learning curve for many but there’s also a new enthusiasm particularly with changes to industrial relations legislation coming through,” they said.

Delegates from Queensland Rail, Aurizon and Pacific National now have the knowledge and skills to help members in their workplaces.

Delegates have been trained to understand the awards and enterprise agreements governing their workplaces.

They also know about health and safety requirements, codes of conduct, equity issues and many more topics affecting the modern workplace.

So if you’ve got a problem, your first port of call is to have a yarn with your workplace delegate.

For most issues your delegate should be able to help you out on the spot.

Just what is Aurizon doing?
The RTBU remains deeply concerned about Aurizon’s cost cutting measures which have resulted in job losses across the State.

There are concerns Aurizon is still placing too much emphasis on the coal side of the business while closing down most of the freight distribution centres.

In July 2014 finance journalist Tim Buckley wrote “Aurizon’s multi-billion coal gamble makes no financial sense”.

His concern then was despite the forecast global downturn in coal Aurizon was continuing to pursue coal transport as its major revenue source.

Aurizon recently parted ways with executive Mike Franczak, the man tasked with making cuts.

In January the Sydney Morning Herald wrote: “Despite slashing costs, Mr Franczak has been keen for Aurizon to invest in information technology, track maintenance and fleet upgrades, arguing that some spending was necessary for the company to become a world-class rail operator.”

Vale Steve Vincent
7 November 1968 to 5 February 2016

It was with great sadness that we had the passing of a great delegate last month – Steve Vincent.

Steve was one of our senior infrastructure delegates at Cannon Hill in Brisbane for around 15 years.

He was a Local Consultative Committee representative and one of the most hardworking delegates the RTBU had.

Prior to Queensland Rail Steve was working on the wharves and was a delegate there as well until he lost his job through the big Maritime Union of Australia strikes.

Steve was diagnosed with cancer late last November and was given 18 months to live.

Unfortunately the cancer became very aggressive. Paul Johnston and Ross Schimke were lucky enough spend some precious time with Steve and his wife just before Christmas.

Rest in peace, Steve. He was 47 years old.

Rest in peace

The RTBU would like to pay our respects to the following members who have passed away in the last few months:
- Joe Mammino – Structures worker Redbank
- Nigel Eves – Support Maintainer Beenleigh
- Gavin Taylor – Trackworker Track Refurbishment Team.

The Union extends our sympathy to their co-workers, friends and families.
Bus Operators from Toowong and Sherwood depots recently attended resilience training workshops to improve their safety on-the-job.

While Bus Operators have a number of options to get help when confronted with potentially dangerous situations, the resilience training was centred around developing a positive outlook and learning how to diffuse escalating situations.

Tom Brown said he hoped the Bus Operators would benefit from the training and would like to see it rolled out to other depots.

On 22 February Tom attended a State Government-sponsored Bus Safety Forum at which the main topic was driver safety.

Workplace Health and Safety Queensland made a presentation about developing an integrated approach to driver safety.

The RTBU would like to see this further developed.

Medical certificates

The Union remains at odds with Brisbane City Council over a policy requiring employees to give the nature of their illnesses on medical certificates.

Tram and Bus Division Secretary Tom Brown recently wrote to Lord Mayor Graham Quirk requesting his intervention.

Quirk’s response was extremely disappointing to say the least.

“Council cannot and will not force an employee to provide this information. However, if employees exercise their right to withhold this information, any application for Paid Personal Leave may not be approved,” he said.

The Union will now explore legal avenues to try to stop the policy.

If that doesn’t work, it will be a major issue at the next Enterprise Agreement negotiations due to begin later this year.

In the old agreement it took 36 months for LRVOs to progress to the top rate. In the new agreement this will reduce to 12 months.

Other issues emerging are:

- short turnarounds at terminuses, mean inadequate time for toilet breaks, particularly at the Broadbeach end
- need for an improved disputes resolution process.

The Union was holding weekly meetings with KDR management to reach agreement.

Next bus problems

Bus Operators are being harassed by Brisbane transport for failing to meet on-time targets.

The Union says it’s not helpful to blame drivers for delays caused by congestion.

RTBU Golf Day

Carina Depot teams swept to victory winning both competitions at the RTBU Golf Day held at Gailes Golf Club on Sunday 21 February.

The Union Shield (4 Ball Best Ball) was won by Dave Clarke and Neil Zemit. The Inter-Depot Shield (2 Player Ambrose) was won by Andrew Gilmour and Peter Neal. All four winners are based at Carina Depot.

The Golf Day was organised by members at Sherwood Depot.

Tom Brown thanked Maurice Blackburn who provided prizes as well as putting in a team.

“Great support as always from them,” Tom said.

Thanks also to rt health for their generous support.
Public transport major issue for BCC

During the Brisbane City Council election campaign, the RTBU pushed hard for an improved bus service running information stalls in key wards.

The major parties tried to outbid each other on transport infrastructure.

Labor promised a light rail service from University of Queensland to Newstead while the Liberal National Party (LNP) promised an underground metro from Woolloongabba to Herston.

With the LNP victory Lord Mayor Graham Quirk reiterated his commitment the $1.54 billion Brisbane Metro.

Quirk’s Metro would feature rubber-tyred multiple carriage vehicles.

“Brisbane Metro will offer a comfortable, high frequency, fast, time reliable and high capacity link between the suburbs and inner city using a subway system that is quick and easy to get on and off.

“Brisbane Metro will remove up to 200 buses per hour from slow inner city movements, allowing for more bus services in the middle and outer suburbs,” he said.

Costings breakdown for the Brisbane Metro scheme:
- $1.15 billion for the Brisbane Metro line, tunnel and station construction
- $80 million for stabling and maintenance of rollingstock
- $120 million for land purchase
- $170 million for 75 carriages for light metro sets
- $20 million for the business case and detailed design.

Tensions remain

The Union remains at loggerheads with Brisbane Transport with a number of issues causing tensions including:
- negotiations over the Enterprise Bargaining Agreement
- changes to the Award
- rostering
- drivers isolated in meal rooms rather than back at their depots
- requirements for details on illness on medical certificates.

TOP RIGHT: Tram and Bus organiser Bennett Roche waving a Honk for More Buses sign during the Brisbane City Council election campaign

RIGHT: Artist’s impression of the Brisbane Metro promised by the LNP administration

Great service to Union and members

Two stalwarts of the Tram and Bus Division recently retired – Trevor Campbell and Peter Neville.

They will both be greatly missed for their magnificent contributions to the Union.

Trevor Campbell

Trevor Campbell joined the RTBU in 1997.

He served as the Virginia Depot delegate, Junior Vice President Tram and Bus Division and as a National Councillor.

Trevor came from a Union family. He recalls the excitement when his father come home in 1947 after the announcement of the 8-hour day. He was 6 years old.

Trevor worked in the wool industry and as a park ranger before joining Brisbane Transport in 1997.

Having previously been a member of the Australian Worker’s Union, it was natural for Trevor to join the RTBU.

“I’ve always been in a Union. If you don’t organise you’ve got no chance.

“You stand together or you sink alone,” he said.

Trevor is particularly concerned about the current attack on penalty rates.

“You’ve only got one life.

“When you work overtime or on Saturday and Sunday, you are selling your life.

“Employers won’t give you anything unless you fight for it. Unions are necessary,” Trevor said.

Trevor recently moved to the Darling Downs to enjoy his retirement.

Peter Neville

Peter Neville served as President of the Tram and Bus Division for 8 years. He was delegate at Carina Bus Depot.

Peter had worked as a panel beater before becoming a casual Bus Operator in 2001.

He’d never been in a Union before but signed up to the RTBU on his first day on the job.

“I loved the Union. I could really see the benefits of a unionised workforce,” Peter said.

“I always did my best to see no-one was disadvantaged. And I’d go for a win if I could.”

Peter suffered a stroke a year ago and was given a medical redundancy.

Now he’s taking it easy trying to recover his health.
Pensioners’ homes up for hock

“Just when you thought it was safe to go back into the water you find the predators are circling and waiting to pounce.

The predators on this occasion are those who are advocating the family home should be hocked to pay for the pension.

I was always of the opinion that the silly season referred to the Christmas New Year period but it would seem when the Federal Government is trying to piece together a federal budget the silly season can occur right through until May.

In planning for the looming budget a GST increase of 5% was high on the agenda.

This was abandoned on the basis that revenue raised would be less than expected and would have a negative impact on productivity.

Changes to negative gearing and capital gain taxes have all been considered as part of the tax mix.

As part of this pre-budget discussion, and once again targeting pensioners, the Australian Chamber of Industry and Commerce (ACIC) proposed in their budget submission that pensioners’ homes should be mortgaged to pay for the cost of their pensions.

As part of their submission the ACIC suggested the following:

“The Government should consider transforming pension payments to owner-occupiers into a loan that is recoverable against their property when it is sold, potentially with a residual value that would allow pensioners to access equity for other purposes, such as aged care.

“While it seems prudent to allow retirees to maintain a minimum residual value, very little equity in owner-occupied housing is currently being drawn down for other purposes.”

Greek-style debt crisis

Kate Carnell (past head of ACIC) when speaking on ABC Radio National used scare tactics suggesting we could head into a Greek-style debt crisis if so-called runaway spending on the age pension, family tax benefits and childcare was not reined in.

Kate Carnell’s solution to the so-called debt crisis is for the age pension to be paid as a loan to retirees who own a home, and then the debt would be paid back by selling the home.

“It seems irrational really for a family home not to be counted when you look at pensioners’ capacity to fund themselves,” Ms Carnell argued.

Currently nearly 70% of pensioners are either on a full or part pension.

The idea that their home should be hocked to fund their pension retirement is not even part of the worst austerity measures adopted by the Greek Government in relation to Greece financial woes.

Maybe Kate Carnell would like us to believe that Australia’s economic circumstances are even worse than Greece.

Blood, sweat and tears

Introduced 108 years ago the age pension is recognised as a safety net for those who built this country with blood, sweat and tears.

It is beyond belief the age pension should now become a loan for those who have been fortunate to pay off their home.

For most pensioners their home is the only asset they have.

This scheme reveals the thinking of those who have immense wealth and power.

Perhaps Kate Carnell should take a reality check and recognise that one third of Australian pensioners are living in poverty?

According to the according to the Organisation for Economic Cooperation and Development (OECD) the amount spent on the age pension by the Australian Government (expressed as a percentage of gross domestic product) is the third lowest of all the 34 OECD countries.

Since the ACIC made its budget submission Kate Carnell has moved on to new heights with her recent appointment by Bruce Billson, the Federal Minister for Small Business, as Australia’s first small business and family enterprise ombudsman.

If Kate Carnell advocates that pensioners should hock their home to pay for their pensions then I shudder to think what lies ahead for workers employed by small business.

Maybe they will be expected to hock their homes to subsidise their wages?
Direct debiting or authorising a credit card for fees – a campaign vital for Union survival

Due to unprecedented attacks on the rights of workers, RTBU wishes to insulate and safeguard your fees against any changes which might occur. This is best handled by changing your annual membership to a direct debit or credit card authority. Please take the time to complete the authorisation below.

By signing you acknowledge and agree to the following terms and conditions:

1. You authorise the Rail Tram & Bus Union (Qld Branch) to debit your nominated account/credit card in the manner specified in the Direct Debit / Credit Card Request.

2. We will provide you with at least 14 days prior notice in writing if we propose to vary any of the terms of the debit arrangements in place between us.

3. You will need to give us at least 3 working day’s notice in writing if you wish to defer or alter any of the debit arrangements.

4. You will need to advise us in writing if you wish to stop a payment being processed (a Debit Item) or cancel a Direct Debit / Credit Card Request. Such notice should be delivered to us at least fourteen working days before the due date for payment or as otherwise stipulated in our Terms and Conditions.

5. If you wish to dispute any Debit Item, you should refer to us in the first instance and we will seek to resolve the matter with you. If we cannot resolve the dispute you can contact your financial institution at which your nominated account is held. Your financial institution will then commence a formal claims procedure on your behalf.

6. Some financial institution accounts do not facilitate direct debits. If you are uncertain, you should check with your financial institution before signing a Direct Debit / Credit Card Request, to ensure that your nominated account is able to receive direct debits through the Bulk Electronic Cleaning System.

7. Before completing the Direct Debit / Credit Card Request, you should check the details of your nominated account / credit card against a recent statement from your financial institution, to ensure that your account / card details are correct.

8. You agree that it is your responsibility to have sufficient cleared funds in your nominated account by the due date to enable payment of Debit Items in accordance with the Direct Debit / Credit Card Request.

9. We will initiate the Debit Item on the due date stated in the Direct Debit / Credit Card Request or as otherwise agreed between us in writing. If the due date for payment falls on a day which is not a business day in Queensland the Debit Item will be processed on the next business day. You should enquire directly with your financial institution if you are uncertain as to when the Debit Item will be processed to your account.

10. If a Debit Item is returned unpaid by your financial institution, you authorise us to present a further debit for payment, notwithstanding that this may exceed the maximum amount stated in the Direct Debit / Credit Card Request. We may ask you to reimburse us for any charges we incur as a result of your debit item being returned unpaid.

11. We will ensure the details of your personal records and account details held by us remain confidential. However, if you lodge a claim in relation to an alleged incorrect or wrongful debit, it may be necessary for us to release such information to your financial institution or its representative, or to our financial institution or its representative to enable your claim to be assessed.

Surname ____________________ Given names ____________________ Date of Birth ____________________
Address ________________________________________________________________________________
__________________________________________ Postcode __________________
Phone: home __________________ work __________________ mobile __________________
Email: home __________________ work __________________
Employer: □ Queensland Rail □ Brisbane City Council □ Pacific National □ PNQ □ Transfield □ QRX
□ Other __________________
Occupation ____________________ Unit, section, ________________ Location __________________
Employment type: □ Permanent □ Part Time □ Casual □ Fixed Term □ Trainee □ Apprentice (Year___)

Method of payment
□ Direct Debit (preferred) I/We have read your Direct Debit Request Service Agreement, acknowledge and agree to the terms and conditions. I/We request & authorise you, the Australian Rail Tram and Bus Industry Union QLD Branch to arrange for funds to be debited from my/our account at the Financial Institution identified and described below in accordance with the Direct Debit Request Service Agreement.

Name of Financial Institution: __________________________________________________________
BSB Number: ____________________________________ Account Number __________________
Name of Account to be Debited ________________________________________________________
Branch Name ________________________________________________________________

OR
□ Credit card authority I/We have read your Credit Card Request Service Agreement, acknowledge and agree to the terms and conditions. I/We request & authorise you, the Australian Rail Tram and Bus Industry Union QLD Branch to debit funds from my/our credit card identified and described below in accordance with the Credit Card Request Service Agreement.

□ Visa □ MasterCard (SORRY, NO OTHERS AVAILABLE)
Name(s) on Card __________________________
Card Number ____________________ Expiry Date / / CSV __________________

Payment details
Payment Amount: $ ____________________ Date of First Payment / / __________________
Frequency of Debit: □ Fortnightly □ Monthly □ Quarterly □½ Yearly □ Yearly
Debit Day: □ Tuesday □ Wednesday □ Thursday □ Friday
I wish to pay by the means indicated above and authorised below.
(If there are joint account holders, BOTH must sign.)
Signature ___________________________ Date / / __________________

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