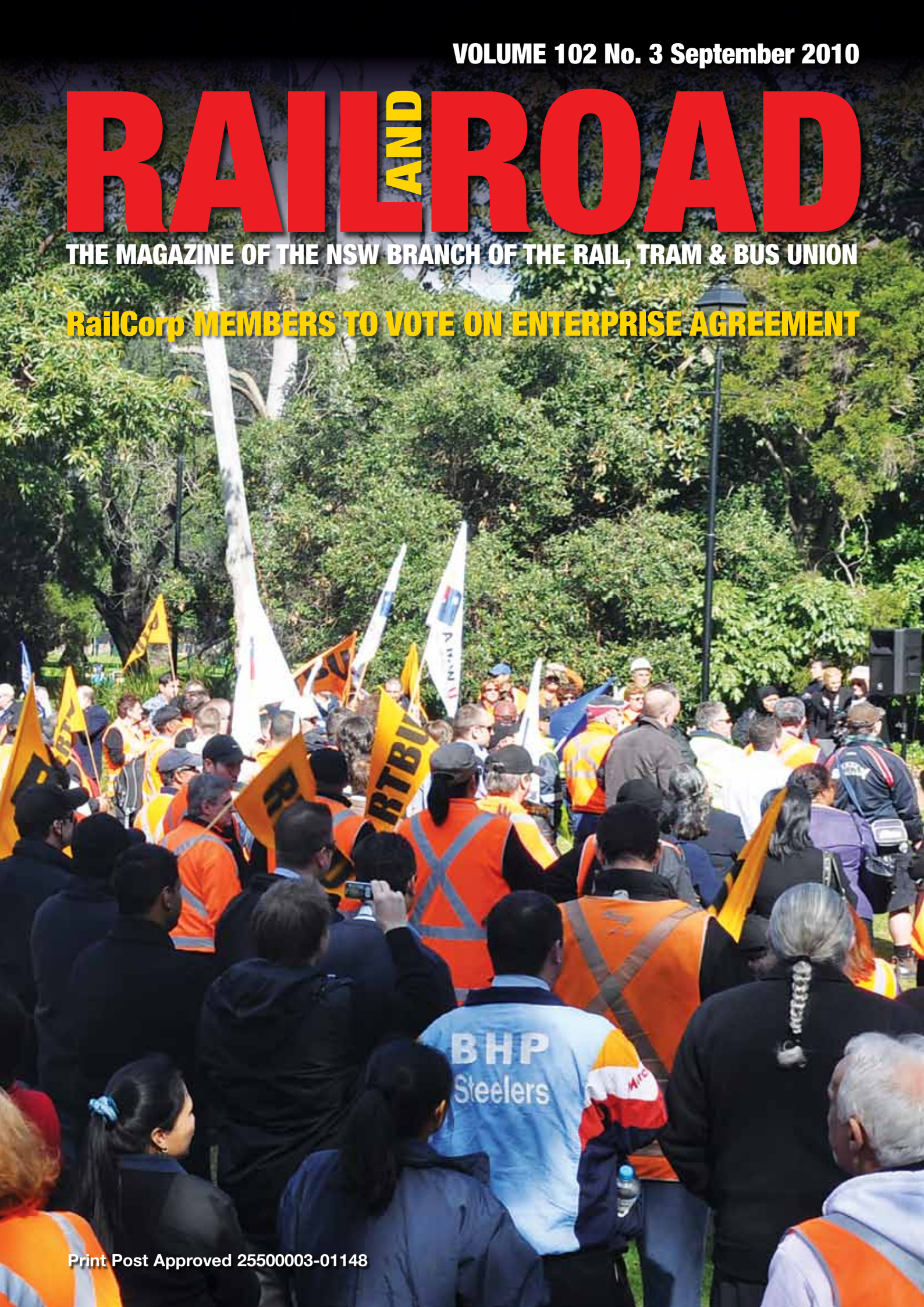
VOLUME 102 No. 3 September 2010

RAIL AND ROAD

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

RailCorp MEMBERS TO VOTE ON ENTERPRISE AGREEMENT



Print Post Approved 25500003-01148

RTBU Holiday Park

Vacancies for School Holiday Period

The RTBU Holiday Park is situated in Jervis Bay on the South Coast. Modern self-contained units with colour TV, microwave ovens and accomodate families of up to 6 persons. The Holiday Park is situated in a National Park and Members can enjoy a holiday by the sea and relax with fishing, tennis, boating, swimming or bushwalking.

For booking enquiries please telephone Ingrid at Head Office on (02) 9264 2511 or Dept: 34432

KEEP YOUR CAREER ROLLING

All job applications professionally prepared
Expertly Written Selection Criteria

Contact source@iprimus.com.au or Telephone 02 9319 0926

RAIL AND ROAD ADVERTISING RATES

Selective advertising is available in **RAIL & ROAD** at competitive individual issue rates or a discounted annual rate. A design service is also available to have your advertisement professionally designed to your specifications.

RAIL & ROAD is the official journal of the NSW Branch of the Rail, Tram and Bus Union and is produced as part of the union's communication strategy to inform and report on matters of interest to members.

All editorial and advertising inquiries should be addressed to Peter O'Connor Telephone: (02) 9264 2511 e-mail: poconnor@rtbu-nsw.asn.au

Printing - Brightset, Banksmeadow, (02) 9316 4800
Art & Design - P Design - paul@pdesign.com.au - Phone 0402 032 949

NSW BRANCH

Head Office
Level4, 321 Pitt Street,
Sydney NSW 2000
Tel (02) 92642511
Fax (02)92611342
Email nswho@rtbu-nsw.asn.au
Website www.rtbu-nsw.asn.au

Bus and Tram Division
83-89 Renwick Street
Redfern NSW 2016
Tel (02) 93197277
Fax (02) 93194341
nswbus4@bigpond.com

Locomotive Division
Level 4, 321 Pitt Street
Sydney NSW 2000
Tel (02) 92643400
Fax (02) 92647679
Email nswloco@rtbu-nsw.asn.au

Newcastle Office
33 Gordon Avenue
Hamilton NSW 2303
Tel (02) 4961 4311
Fax (02) 4961 4779

Wollongong Office
Level 1, 306a Crown Street, Wollongong, 2500
Tel (02) 4227 5798
Email wollongong@rtbu-nsw.asn.au

Branch Executive
Secretary — Alex Claassens
President — Phil Kessey
Assistant Secretary — Mick Schmitzer

Organisers
Newcastle — Mick Schmitzer
Wollongong — John Curley
Frieght Organiser — Steve Wright
Branch Organisers — Brendan Edghill, Paul Douglas, Bob Hayden
Lead Organisers — Phillip Kessey, Doug Klineberg, Lizanne Bennett
Education Officer — Maryanne Stuart
Industrial Officer — Peter O'Connor

From the Branch Secretary

It is an interesting and exciting time to be a union or unionist, with Federal and State elections dominating the political landscape, major industrial negotiations being hammered out in our industry, and challenges in major policy and development areas. The recent Federal elections have probably changed the political game rules in this country, with one of the closest election results in living memory, and the need for major political parties to seriously address the issues and priorities of minor parties and independent members of Parliament. How well the new Gillard Labor Government and the Coalition in Opposition respond to this delicate situation will be a test of maturity and sophistication for democracy in this country.

In New South Wales, the major political parties would do well to study the Federal result closely to better understand the mood of the electorate, and their willingness to abandon the major parties in favour of candidates that people believe will best serve their interests. The rail and transport sectors pose a massive challenge for the major contenders in the upcoming State Election, as do major public services such as health, education and police. The RTBU will continue to test the political will on these issues, and attempt to secure solid undertakings on major rail and transport infrastructure, improved services, investment and planning.

Since our last journal, we have completed negotiations for new enterprise agreements across the major public and private rail operators. New agreements have been approved by members in Pacific National Coal and Intermodal, with a revised Bulk agreement currently being voted on. Their have also been agreements finalised with John Holland and Transfield Track Services. All of these agreements have resulted in good wage increases and some major improvements to working conditions for our members.

The RailCorp proposed enterprise agreement has also been finalised and distributed to employees, and workplace briefing sessions and attendance ballots will determine whether members endorse the proposed agreement. This was at times an awkward negotiation due to the general political climate, directives from Treasury and RailCorp tactics during negotiations. However, the RTBU and Combined Union campaign representatives have negotiated around the main priorities identified by members through initial surveys and ongoing consultation. We believe that the wage increases, duration of the agreement and consolidation of working conditions is a good result for members and will provide security for members over the next four years.

Taking a more general look at what is happening in our union, I am pleased to announce a number of new faces and not so new faces on our team. The Branch is happy to welcome back the experience and talent of Bob Hayden, on his return from the National Office and to the chair of the Locomotive Divisional Secretary. With this are a number of changes in the Locomotive Division, with former freight driver and Divisional Councillor, Kevin Pryor taking up the role of Metropolitan Freight Organiser. The Lithgow stalwart, Bryan Williamson has also agreed to assist with country freight organising work rather than quietly slide off into retirement. We also welcome Danielle Naranjillo to the Branch in the capacity of part-time Community Organiser, assisting with a range of community projects and ongoing work with the Sydney Alliance.

Our union elections have been announced by the Australian Electoral Commission, with a notice in this Rail and Road which details the timing and stages of the election process. A full list of offices for election at the National and NSW Branch are contained on the union website: www.rtbu-nsw.asn.au. I invite members to familiarise themselves with this information and to actively participate in the democratic processes of your union. Candidates in the union elections will be given the opportunity to provide material in support of their candidacy in a special Election Supplement to Rail and Road, details will be forwarded to candidates once nominations close.

In this Issue

Industrial News
Country Regional Network Contract ARTC 5
Members Vote for New Pacific National EAs 6
RailCorp Members to Vote on EA 8
John Holland Enterprsie Agreement. 10
Industrial Notes. 12

General News
RTBU Calls for New Infrastructure 13
RTBU Election Notice 14
Federal Election 14
Paid Parental Leave Scheme to Begin 15
Womens Drivers Celebrate 40 Years on Buses. 16
Bob Hayden Returns to Loco 17
New Waratah Train Issues 18
Home Loan Competition Winner 20
Greg Harvey Award 20

On the Campaign Trail
Working With Sydney Alliance 21
Put Rail Safety First 22
RTBU Womens Campaign Committee 23
Power In Coalition. 24

Talking Union
Green MP Thanks Unions 25
Tahmoor Miners Win Bitter Fight 26
New ACTU President 26

Safety Matters
Derailment Exposes Safety Issues 28
Unions and OHS Right of Entry 29
Auburn Maintenance Facility 30

Whistlestop 32

Special RTBU car loan

8.99% pa*

interest Rate

9.33% pa*

Comparison rate

Special offer for RTBU and Encompass Credit Union Members.

Check this site out: regretnothing.com.au

PHONE 13 13 61
WEB www.encompasscu.com.au

It all comes back to our members

Credit Union and Building Society group

ENCOMPASS CREDIT UNION

*Rate current 11 October 2010 and subject to change without notice. Offer is available only for motor vehicles up to 2 years old. Finance up to 80% of vehicle value. Must be a member of both Rail Tram and Bus Union (RTBU) and Encompass Credit Union to be eligible. Comparison rate is for a Secured loan of $30,000 over a term of 5 years. WARNING: This comparison rate is true only for the examples given and may not include all fees and charges. Different terms, fees or other loan amounts might result in a different comparison rate. All products issued by Encompass Credit Union Limited. ABN 43 087 650 011. AFS Licence No.: 238 426. Registered Office: 59 Buckingham Street, Surry Hills NSW 2010.

Country Regional Network Contract Update with RTBU ARTC Members

15 meetings were held between late May - July with members to discuss the latest progress on the contracting out of the Country Regional Network by Country Rail Infrastructure Authority (previously Rail Infrastructure Corporation) and identify their concerns associated with this initiative.

Our members raised a multitude of questions that they wanted answered about their future employment from the stakeholders involved. We gave our members a commitment that we would write to the stakeholders and seek responses. We sent letters to the five stakeholders in early August listing their concerns and all stakeholders responded by early September. All questions and responses were sent to our members in September2010.

- 44 questions for shortlisted contractors (John Holland Rail, Transfield Services & Laing O'Rourke)
- 33 questions for ARTC
- 18 Questions for Country Rail Infrastructure Authority (previously Rail Infrastructure Corporation)

Example questions for contractors, and their responses are provided below.

Dubbo Depot Country Regional Network Briefing 3rd June 2010

Will you guarantee us a job with your company?

Transfield response

Whilst we cannot absolutely guarantee a job at this time, we genuinely anticipate that all existing employees whom wish to join us will be offered employment. Following our selection, Transfield Services will be actively seeking expressions of interest from prospective employees in already established CRN locations. All prospective employees will need to complete our standard employment requirements including pre-placement medical, drug test and also meeting with our relevant management.

Bathurst Depot Country Regional Network Briefing 31st May 2010

Will ARTC assist us in obtaining a job with the successful tender company?

Employees who wish to seek employment with the new contract provider will need to apply for a position when and if advertised. As noted during the demobilisation or transition period ARTC have contractual obligations which will be met. We will however work towards a smooth transition of the contract and assist wherever possible but subject to business requirements.

The RTBU has met with all shortlisted contractors and will ensure all our members and their families concerns are addressed before the new contractor takes up late next year. The successful contractor will be announced in late October.

Members Vote for New Pacific National Agreements

The recent voting results on the Pacific National enterprise agreements demonstrate that union members and the negotiating teams were focused on sustainable improvements in working conditions and fair wage outcomes.

After many false starts and lengthy delays in the negotiation process for new enterprise agreements across the Intermodal, Coal and Bulk Business Divisions, voting has been completed, with large numbers of members voting by attendance and postal ballots. Members across the three areas remained actively engaged in the process, and united around the union claims. In Intermodal and Coal, where members were active and vocal in setting and influencing the outcomes of the EA negotiations, the results were overwhelmingly in support of the negotiated agreements.

In Bulk Rail, there were a number of sticking points during negotiations that members and the RTBU negotiating team were not prepared to accept. On top of this there was a strong feeling that the views of members and the union were not respected or taken seriously. Consequently, members in Bulk Rail used their ballot papers as the final protest to push home to the company that they would not be bullied into an unacceptable agreement.

Pacific National Coal EA Campaign Team

Intermodal Enterprise Agreement 2009

The results in Intermodal reflected the level of engagement and interest by members in supporting a negotiated outcome that the feel is fair and reasonable. In an encouragingly high return of votes (approximately 80% of all employees in Intermodal voted), the agreement was endorsed by a majority of approximately 90%.

These results are a positive endorsement of the RTBU strategy to ensure that core working conditions for all Pacific National employees was achieved, that key working conditions in specific sectors were protected and improved, and that union representation provisions were reinstated, and a fair wage outcome resulted.

Coal Members Support New Agreement

The voting returns for Coal were lower than those in Intermodal (with approximately 60% of all employees in Coal voting), and endorsing the agreement by a 80% majority.

On two separate occasions towards the latter stages of negotiations, the RTBU gave notice to the company of its intention to take industrial action to achieve progress on a number of deadlocked areas, including the appropriate wage increase for those re-classified from Level 12 to the equivalent of Level 14. The threats were sufficient to demonstrate the mounting anger and frustration of members with the stalled negotiations. There were several lively meetings of members during the negotiations, to allow members to state their main concerns and to direct the priorities of the union negotiating team.

The end result was an agreed negotiated outcome that members supported at the ballot box.

The main outcomes in the Intermodal and Coal Agreements are:

- 15 % wage increase over the three years of the agreement. Configured as a 3% wage increase from 1 July 2009, 5% in July 2010 and 5% in July 2011.
- A further 2% payment for years 2 and 3 based on a fuels saving incentive program
- Improvements to Consultation and Dispute Resolution provisions
- In Coal, re-classification of all Level 12 to the equivalent of

Level 14 in the new classification structure, resulting in an additional 3.8% wage increase over the life of the agreement (total of 18.8% over three years)

- Also in Coal, lift-up provisions have been removed
- Preservation of major conditions for Train Crew, Support Staff, Terminal Operators and Maintainers
- Reinstatement of union representation and training conditions

Bulk Rail Back to the Table

The negotiations in Bulk Rail were progressing well up to a point, before hitting a number of obstacles that neither the union negotiating team or members found acceptable. After a ballot for protected industrial action failed, management took a more stubborn approach to insisting that certain of their claims remain in the proposed agreement. This included a number of items that members would not accept, including a 16 week duty cycle, working into RDOs, and an ambivalent approach to re-classifying to the new classification structure.

These issues were made worse by the company refusing to accommodate feedback from the information tour earlier in the year, delaying in finalising the draft EA document, and insisting on pushing ahead with meetings and ballots without meeting their basic legal obligations. When the proposed EA was taken to a ballot of members, it was voted down by 73% of employees.

The RTBU negotiating team and PN management will need to return to the negotiating table, and attempt to fix the areas that members rejected in the ballot. Given that the enterprise agreements in Intermodal and Coal have been made and have gone to Fair Work Australia for approval, the collective union strategy and claims no longer strictly bind the new Bulk negotiations. These will start from a fresh negotiating position, and will use whatever strategies are available to achieve the best result for members in the Bulk division.

The RTBU team has re-negotiated with the company to ensure that all the major concerns of members before and during the recent information tour and ballots have been addressed. A revised proposed EA is now ready to go back out to members for their vote.

Members, delegates and the different negotiating teams are to be congratulated on their participation and efforts to ensure the best possible outcomes from these negotiations. The unity among RTBU members within their own sectors as well as across the three business divisions, had a positive result in guaranteeing the main concerns and priorities of members were addressed.

It's your financial future

Get there your way

FSS Financial Planning advice for:

- Salary sacrifice arrangements
- Understanding tax issues and super
- Choosing an appropriate investment strategy for your super
- Selecting non-super investments
- Managing personal debt
- Planning for and transitioning to retirement

Whatever your needs and requirements, FSS Financial Planning's services can be tailored to help you achieve financial freedom.

Contact FSS Financial Planning

Visit www.fssfp.com.au | Phone 1800 665 756 (toll free) | Email enquiries@fssfp.com.au

Issued by FSS Trustee Corporation (FTC) ABN 11 118 202 672, AFSL 293340, the trustee of First State Superannuation Scheme (the Fund) ABN 53 266 460 365. Q Invest Limited ABN 35 063 511 580, AFSL Number 238274, trading as FSS Financial Planning, provides financial planning services under its own Australian Financial Services Licence. Neither FTC nor the Fund is responsible for any advice given to you by FSS Financial Planning. While FTC is not involved in the provision of financial planning services, the Trustee has retained FSS Financial Planning to provide financial advice to Fund members relating to their Fund account. The information contained in this document is current as at July 2010.

RailCorp Members to Vote on Pay Offer

The Campaign Committee met in early September and overwhelmingly decided to put RailCorp's latest offer to members for a vote. The Campaign Committee believes that after months of hard work, we finally have a proposed agreement that's worthy of your consideration. It gives all RailCorp employees a reasonable pay rise and protects jobs on the rail network.

The key elements of the proposed agreement are:

- A four-year agreement, to protect our jobs and entitlements with guarantees for no forced redundancies;
- A 4% pay rise in the first year, back-paid to the 1st of April 2010, followed by pay rises of 3.5% a year for the following three years; and
- A process for managing future workplace changes that will give workers a say, and provides for an independent umpire to resolve disputes.

What happens now?

The negotiating team has finalised the draft agreement, which has been distributed to all members so that once the final agreement is ready to go, it will be sent out to all Members so that you can go through it in detail. Briefings will be held in workplaces so that you can discuss what it all means, ask questions and provide your feedback. Times and dates for the briefings are contained in the table on the following page.

The Combined Rail Unions have met with RailCorp to finalise the process for voting on the proposed agreement. It has been agreed that the voting process will by by attendance ballots, so it is important that as many mebers attend these meetings as possible.

The EA Information Sessions will be attended by management and

RTBU representatives who have been involved in the EA negotiations. All employees covered by the draft EA (that is, union and non-union) must have the opportunity to vote in accordance with the law. The Fair Work Act requires your employer to:

- Distribute copies of the draft EA to employees, ensuring that they have access to a written copy and;
- Notify employees of the time, place and method of voting
- Ensure employees have access to copies of the document throughout the access period of at least 7 days prior to voting
- Provide information and explain the content and effect of the draft EA, taking account of any language, literacy or other relevant issues in the workplace

Section 182(1) of the Fair Work Act 2009 states that:

If the employees of the employer, or each employer, that will be covered by a proposed single-enterprise agreement the agreement is made when a majority of those employees who cast a valid vote approve the agreement.

That is, the agreement is made when a majority of employees covered by the agreement who cast a valid vote in respect of the proposed Agreement vote "Yes". The agreement is then lodged with Fair Work Australia for approval. Once it is approved, the Agreement will then govern the terms and conditions of your employment.

This is a vital decision which will have a major impact on our workplace over the next four years. Make sure you attend your workplace briefings and cast your vote.

Your pay and conditions worth fighting for!

Lawyers helping Rail, Tram & Bus workers across NSW

Slater & Gordon is proud to be the preferred legal service provider for the RTBU NSW Branch, its members and families. We have offices throughout NSW & ACT and offer preferential rates and services to members of the RTBU and their families.

Practice areas

- Motor vehicle claims
- Compensation & negligence claims
- Wage loss claims & workplace disputes
- Family law
- Wills & deceased estates
- Coneyancing

Member benefits

- Free first consultation
- No Win - No Fee™ arrangements
- Out of hours appointments
- Free standard wills

No Win* No Fee™

*Conditions apply.
Does not include other party costs.
May not include out of pocket expenses.

V2 CWD 2522 MAY09

Call the RTBU on

(02) 9264 2511

or contact an official or your organiser for a referral

For 24 hour information on legal services you can visit our website

www.slatergordon.com.au

Reputation & Results™

SYDNEY • PARRAMATTA • NEWCASTLE • WOLLONGONG • COFFS HARBOUR • GOSFORD • CANBERRA • NOWRA • BROKEN HILL

John Holland Members Improve Wages and Conditions

RTBU members at John Holland recently voted in favour of a new enterprise agreement that delivers significant improvements on their previous agreement.

Prior to negotiations, members were surveyed with a massive response from the John Holland employees. This clearly emphasised how disgruntled they felt about the content of the current Agreement and the lack of rostering guidelines. The survey results formed the foundation of an enormous log of claims.

Negotiations took place between July – September with the RTBU (Organisers / Delegates) and 3 other Bargaining Agents, and the company.

Summary EA Outcomes

- Existing Agreement expired 30th June 2010.
- Negotiated minimum 5% pay increase to apply from 1/01/10.
- New Classification rates to apply from 1/01/10.
- 4 Year Agreement
- 1/01/11 – 4% pay increase 12 months
- 1/01/12 – 4% pay increase 12 months
- 1/01/13 – 4% pay increase 12 months
- 1/01/14 – 30/6/14 2% pay increase 6 months
- New Agreement expires 1st July 2014
- 3 other classification streams inserted into Agreement at rates either at the top of rail industry standard or in excess of current rail industry standard.
- Career based progression introduced in non trade Track (RTCW 3) & Resurfacing Streams (RTMO-4).
- New classifications included increases on existing rates from between 11% and 14% (or 25%-almost 30% over the life of the agreement)

Improvements to Working Conditions

- Improved Consultation Clause.
- Full Living Away Expenses increased by $12.58 per day.
- Where single room accommodation is supplied an increase of $10.00 per day.
- New Travel Allowance $25.00 per day.
- Better Travelling Time provisions than existing arrangements i.e. non rostered day travel minimum 4hrs at overtime rate.
- New On Call Allowance $20 rostered $40 non rostered Mon-Fri $60.00 non rostered weekend.
- First Aid Allowance $3.62 per day.
- Assessor Allowance $4.00 per hour.
- Improved Ordinary Hours Clause

1. Maximum 10 hrs Mon-Frid

John Holland RTBU members at JHR Agreement 2010 presentation at Auburn Depot 10 September 2010.

2. Maximum 12 hrs Sat-Sun
3. Can't be rostered less than 8 hrs Mon-Sun
4. New Rostering Guidelines introduced –
   a) 7 days notice
   b) Minimum roster information (Date, hours, location etc)
   c) Default roster arrangements – Monday to Friday
   d) 7 weekends off every calendar quarter
   e) Rosters not to include island days – 8 hour payment for day if can't negate island day being rostered due to unforeseen circumstances
   f) 15% penalty payment late shift change
   g) Excess of 12 hour shift - local accommodation or transport provided
5. Rostering Principles -
   a) Fatigue b) Social & home life

- Shift Penalties
  1. Early Morning 15% to 30%
  2. Night 30% to 50%
  3. Saturday 50% to 100%
- Overtime non rostered day minimum 4 hrs payment at applicable overtime rate.
- Overtime Meal Payment after one and a half hours $20 (paid on top of living away expenses).
- 10 hour rest period between ordinary hour shifts – overtime – call outs.
- Additional Annual Leave shift recognition – 12 days weekends or combination of 15 days extra 1.25 days per calendar quarter.
- Union Training Leave inserted into Agreement.
- All allowances move as per Agreement pay rises.
- Clothing issue increased i.e. shirts 3 to 5 - pants 2 to 4
- Mera Project Assignment –
  a) $4.00 per hour flat
  b) $30.00 per day incidental expense
  c) Employee consent to work on project.

The vote for the agreement was held mid September with a resounding result of 86% voting in favour of the agreement. Credit must go to our delegates and the Bargaining Agents who all locked into the RTBU log of claims from day one. It should also be noted that all Bargaining Agents are now RTBU members.

Whole of life, whole of family

We have been meeting the needs of working families for decades and now we have packaged those services into four specific areas.

- Income Safety Net for when injury or Illness affects the family's income
- The Gap Fund for out of pocket medical expenses
- The M Mortality Fund Pty Ltd for funeral benefits
- and Ignite Counselling and Psychotherapy for personal, couples or family therapy

The Welfare Fund Inc. Helping working families since 1945

the welfare fund

helping working families

1300 3ASSIST www.welfarefund.com.au 02 9633 1670

Transfield Track Agreement 2010

The Transfield Track Agreement 2010 was finalised in July 2010 with the following EA outcomes from our log of claims -

- 4 Year Agreement.
- No conditions lost.
- 16% pay increase over the life of the agreement.
- On Call allowance increased by 8%.
- Lines of progression in Classification Structure.

Level 8 to 7 but we will continue to work with the company on this issue.

- New Consultative Clause.
- 14 day roster period notice for distant work when working away.
- Improved Parental / Carers' Leave.
- Living away expenses increased with further CPI increases 1st December each year.
- Clothing issue increased from 3 sets to 5 sets after six months continuous service.
- Improved travelling time clauses.
- New Work Group Leader allowance.
- Overtime rates apply to working ADO's.
- Increased break between ordinary shifts.
- Annual leave for rostered workers.
- Paid Union training leave.

The vote was held on the 5th & 6th July 2010 with a 100% endorsement of the Agreement.

Track Team at the Transfield Track Agreement 2010 vote 6th July 2010.

Train Guards Mean Safety

There have long been concerns over staff numbers on the NSW Rail Network. Sydney is the largest city in Australia, and its population continues to grow – often ahead of its infrastructure needs.With plans to substantially expand the rail network, there will be continuing need for more staff to ensure services are provided to cater for this demand and community expectations.

Safety is a major concern for rail commuters, as was clearly identified in the recent Transport Survey. Train Guards play a vital role in ensuring the safe operation of trains and the safety of passengers, in particular. This is not a simple opening and closing of train doors, but a range of duties from checking trains on and off platforms, assisting elderly passengers, or passengers with mobility issues, parents with prams. Guards also assist with incidents and emergencies on trains, and provide a point on trains where passengers can seek assistance or information.

We should not compromise on safety on our rail network, and Train Guards clearly play an essential role in ensuring safety on our trains.

Negotiations Continue Across the Industry

As agreements have been finalised for a number of major public and private rail operators, negotiations are in progress with a number of smaller operators in the locomotive and infrastructure areas. The Interail agreement, which succeeded in raising wages and general working conditions to a level equivalent to major operators, has been finalised and approved by Fair Work Australia, ahead of the public float of Queensland Rail. The union is also currently negotiating enterprise agreements with South Maitland Railways, El Zorro, Pacific National Outsourced Projects at Bluescope, Port Kembla, Victoria Freight Rail, rail maintenance contractors and labour hire companies.

New Infrastructure, More Transport Workers Needed in NSW

Investment in new infrastructure is only part of the solution to fixing NSW's transport problems, according to the Rail, Tram and Bus Union (RTBU).

RTBU NSW Secretary Alex Claassens welcomed calls by Engineers Australia for further infrastructure investment but said more staff were desperately needed to ensure rail remained viable in Sydney and regional areas.

"There's not much point having more new tracks if there are no working trains to run on them because of a shortage of workers" Mr Claassens said.

"Older trains with maintenance issues need more staff to keep on top of any mechanical problems that may arise. We don't want to be in a situation where we have to cancel services because there's a shortage of maintenance workers to keep trains on track.

"Another potential source of cancellations is the shortage of qualified freight drivers. A booming population is driving further demand for train services, but this can't happen if we don't have enough qualified drivers on the ground.

"The combination of staff shortages, older trains and run-down tracks means that the future of a thriving rail sector across NSW hangs in the balance.

"That's why it's so important for the Government to address these core problems.

"We desperately need a comprehensive plan for revitalising rail – including more new rolling stock and money for more rail staff."

Mr Claassens said a reliable, efficient rail network would have major benefits to NSW.

"More freight could be carried by rail meaning less trucks on the roads.

"Greater use of rail freight would also help bring down NSW's transport-related greenhouse gas emissions.

"Most importantly, securing rail transport would help secure the future of NSW's key regional export industries - which often rely on rail to connect them with international shipping services."

Notice of RTBU Union Elections

The Australian Electoral Commission has notified that it will be conducting elections for National and Branch offices in accordance with the union rules.

The timetable for the elections will be as follows:

2/11/10	Close of roll (that is all members must ensure that their address and contact details are current before the close of rolls)
3/11/10	Union delivers roll of Members to the AEC Returning Officer
9/11/10	Nominations Open
30/11/10	Close of nominations
10/12/10	Close of nomination withdrawal period
31/01/11	Postal ballot Opens
21/02/11	Postal Ballot Closes at 5pm
16 - 17/02/10	Attendance Ballots for Tram & Bus Division members only. Polling hours between 7am and 4.30 pm

The AEC will publish all notices on the AEC webpage from October 19 2010 to 21 February 2011.

Nomination forms will be supplied by the AEC and be available from the Union office. The full National and NSW notices detailing offices for election can be dowloaded from the RTBU website: www.rtbu-nsw.asn.au

History in the Making

The recent Federal election result hanging in the balance for more than two weeks has created history at several levels, and has the potential to re-shape politics in this country.

The election which resulted in the Labor Government being returned with a minority, is one of the closest results in living memory. It is also the first occasion that a genuine coalition has been created to form government. The Opposition seem to overlook the fact that neither the Liberal Party or National Party could ever win a majority government in their own right, and have only governed through their own Coalition.

Another historic milestone that has been overshadowed by the drama surrounding the formation of the new government, is the fact that, even with the narrowest of margins, Australia has elected its first female Prime Minister. The added concerns raised by some sections of the community leading into the election, relating to Ms Gillard's self-claimed atheism and that she lives in a defacto relationship challenges the previous customs and expectations for our national leaders.

All of these ingredients will significantly challenge the sophistication and maturity of major political parties in this country, as well as the electorate generally. The potential exists for a much

more consultative and considered approach to public policy, and to re-shape the party political system to a more diverse combination of political and social views and values. The two major political parties are unlikely to monopolise power as they had previously.

Electrical Infrastructure Representatives at RTBU Delegate Training Course 17th-18th August 2010.

Electrical Delegates left to right.

Mark Holmes, Alex Claassens (Branch Secretary), Ross Harper, Doug Klineberg (Lead Organiser), Adam Brown, Graham Vinnacombe, Paul Wallace, Alan Cameron, Trevor Phipps, James Buckley, Dan Mortlock & Steve Gauci.

New Paid Parental Scheme to Begin in January 2011

The Commonwealth Paid Parental Leave Scheme gives new parents greater flexibility to make decisions about work and family responsibilities when they give birth or adopt a child.

Generally, Commonwealth Paid Parental Leave (PPL) will be for working parents of a child born or adopted from 1 January 2011.

To be eligible for PPL, a person must meet the PPL work test, income test, and residency requirements. The Family Assistance Office (FAO) will determine a person's eligibility for PPL.

NSW public sector employees wanting to access PPL must apply to the FAO and supply the required information. Employees should lodge their claim three months prior to the expected date of birth, or date of placement for adoption of a child.

The FAO will accept claims from 1 October 2010 for children with an expected date of birth or date of

placement for adoption on or after 1 January 2011.

The Scheme will provide payments at the rate of the federal minimum wage (currently $569.90 per week before tax) for up to 18 weeks.

Scheme payments are subject to tax and the Commonwealth Government does not require employers to make superannuation contributions on these payments.

The Commonwealth Government also specifies that while an employee is on PPL, they do not accrue paid leave entitlements, nor does it count as service. However, leave taken at the same time as PPL that would ordinarily count as service, for example paid annual leave, will count as service.

Eligible NSW public sector employees can access PPL in addition to their existing parental leave entitlements.

An employee may choose when to receive PPL, but must receive all PPL payments within 12 months of the date of birth or date of placement for the adoption of a child.

The NSW Department of Premier and Cabinet is actively working with NSW public sector agencies and Unions NSW to implement PPL in the NSW public sector.

If you have any enquiries about the Commonwealth Paid Parental Leave Scheme, including employee eligibility and employer responsibilities, visit the FAO website

http://www.familyassist.gov.au/news-and-updates/paid-parental-leavescheme.html

Women Drivers Celebrate 40 Years on the Buses

The RTBU will be organizing barbecues at several bus depots to commemorate the 40 year anniversary of women driving buses. In November 1970, June Lusk, the first woman to be trained, drove a bus out of Brookvale Depot, ending years of resistance to women bus drivers.

Prior to this women had been employed in service and administrative roles, and as Conductors in public transport. The role of driver was the preserve of men, and fiercely defended by male bus drivers, their union the Australian Tramways and Motor Omnibus Employees Association (ATMOEA) , the bus company, the Commissioner for Public Transport and large sections of the travelling public.

A concerted campaign by women conductors, which included rallying the support of their male bus driver colleagues, initiated at union meetings at Waverley Depot, eventually broke down the opposition and paved the way for women to become trained as bus drivers.

STA buses in Sydney and Newcastle now employ over three hundred women bus operators.

In 1970, bus drivers operated Leyland Tigers, AEC Mono's, AEC butterbox, Atlantan preselector double deckers, as well as Albion preselectors, AEC crashbox and Leyland Syncro double deckers. All without power steering.

A turning point in the Civil Rights movement in America was when Rosa Parkes sat at the front of the bus in defiance of segregation laws. Jane Lusk sat at the front of the bus in 1970, opening the way for women to sit at the very front of the bus ever since.

Congratulations to all of the women who successfully fought for this breakthrough, and who continue to operate buses today.

Festivities will be held at Waverley and Brookvale Bus Depots on Wednesday 24 November from 9am to 3pm.

These will include BBQs, refreshments, raffles and other activities.

All RTBU members, and retired ATMOEA members are invited to join in the celebration of overturning the rules and prejudice that excluded women form jobs as bus drivers.

Familiar Face Returns to Locomotive Division

Bob Hayden has returned to the NSW Branch and recently back in the position of the Locomotive Divisional Secretary.

With the retirement of Bob Plain as Locomotive Division Secretary in 2002, Bob Hayden took over this position. Bob then held the position until 2004. Bob moved to the RTBU National Office. During his six years at national office, as National Organiser and National Secretary, Bob not only maintained carriage over some of our major freight enterprise agreements in Pacific National, but has also played a key leadership role in our union at the national and international levels. He has now returned to the NSW Branch as the Locomotive Division Secretary, and his return brings a welcome wealth of experience and knowledge at a time when the Branch is going through some major changes.

Bob started in the industry in 1984 as a trainee engineman at Enfield, then moved across to ETR as a driver in 1989. He resigned in 1994 an went to National Rail in Junee, before being elected to the full-time Assistant Divisional Secretary position. In 1994, he was elected to the Divisional President position, and Divisional Secretary in 2002.

Bob explains his return to the Branch, *"whilst the work in the National Office is important, it is clear that unless there is a commitment from the combined State Branches to work as a true National Union, there is a limit on what the National Office can do, and as such the real changes that I wanted to see in our union and industry, need to come from the Branches"*

There are a number of changes that Bob believes need to occur within the Locomotive Division and the NSW Branch in the short and medium term, if we are to continue to build and strengthen our union.

"The real management and leadership of the Division must be Divisional Council. A healthy vibrant union needs to take the responsibility and obligations of leadership seriously. That is, there is responsibility on both the Divisional Secretary, Divisional Council and the governing bodies to ensure that they remain relevant and are faithfully and diligently carrying and leading in the interests of all members."

When asked about the NSW Branch at this point in time, Bob sees a vital ongoing role of the Locomotive Division during a time of transition in the Branch. *"Loco needs to play its part, while maintaining its own identity, in actively contributing to the development and growth of the Branch. The same approach needs to extend to our on-the-job activity. We need to look at how we do some things, and how we can improve and actively engage members in the business of the union."*

There are some lingering issues, in the Locomotive Division and the Branch that Bob believes will be crucial in moving the union forward. They include *"getting over the false divisions between public and private sector in our industry, and more appropriately viewing all employers as potentially hostile, and planning our strategies on this basis. We need to be realistic and honest about what the RTBU can and can't do, both industrially and socially. Much more effort needs to go into building power and leadership in the workplace. We need to know where and when we can take effective action to progress our demands, and what other creative strategies are available to us."*

Bob also sees a return that to basic union values as vital to the strength and health of our union. *"We need to adjust the thinking that just sees the issues or interests of our union as those of train drivers, or station staff or whatever. Unions must be concerned with broader social issues and campaigns. It is easy to lose sight of the fact that our members are the 'community' – they are the working families, the rural towns, the churchgoers, the different ethnic groupings and so on. They are not different issues. When we engage in debates about asylum seekers, migrants, or rural issues. When we debate the merits of government policy on health care, superannuation or paternity leave, for example, we are arguing for the interests of our members and their social networks."*

Public Private Partnerships – The new 'WARATAH' Train

Car Markers and Guard Relocation of the 'A' Train:

Due to the relocation of the guard to the rear of the "A" set, RailCorp was proposing to move the current car marker location off from short platforms within the ETR boundaries to facilitate working this train. This would have meant that the drivers cab would be off the platform to allow the guards access for wheelchair assistance and station duties. Safety now was to be compromised due to the introduction of new plant and equipment and this was completely unacceptable to the RTBU. The drivers' representatives were simply requesting consideration of drivers' operational duties particular train stopping positions at all platforms and to be given safe access to platforms.

Consequently, by introducing draft procedures, that is, limiting or allowing the one [1] metre

tolerance for the train to be required to stop either side of the proposed eight car marker thus delivering the rear crew door onto platforms under160mtrs, when the mean length is 163,1mtrs, would have no doubt caused an unsafe environment for Guards.

STOP PRESS

The RTBU has now achieved the required extensions of over 38 platforms within sectors 2 and 3 to accommodate the Waratah train. This now means that both crew compartments will have access to all platforms for both drivers and guards. In addition to this, major upgrades to platform lighting, CCTV coverage and re-positioning of Guards Indicators will also now occur.

'Rainbow Coalition' Endorse Labor Government

With the announcement of the support of Green and independent MPs for a Gillard Labor Government, the Federal Opposition was branding it a 'Rainbow Coalition' seemingly oblivious to some of the positive connotations that this tag carries around the world.

This sour grapes response from the bland and colourless Liberal / National Party Coalition, who in their own right could never win majority government in this country, is a bit rich.

In one of the most closely contested Federal elections in recent history, the Labor Government lead by Julia Gillard was endorsed by the Greens and Independent MPs, to form a minority Government.

The independents who crowned Gillard wanted the leader who is more likely to run Parliament to its full three-year term.

One of the new kingmakers, Tony Windsor, said that Tony Abbott was more likely to run to a new election as soon as possible. Asked why he thought so, Windsor replied: "Because I think they would be more likely to win."

Independent MP and Member for New England, Tony Windsor described part of the decision as Labor is "more likely to be here for a longer period of time".

The longevity of the new government, he added, was "key" to his decision.

Together with the independent member for Lyne, Rob Oakeshott, his support for Labor will give Gillard the barest possible majority - 76 seats in a 150-seat chamber.

Mr Windsor and Mr Rob Oakeshott, who had the deciding say, said that they favoured a Labor government because it was the party more likely to attempt ambitious reforms.

"This is about using the political system to the advantage of the people we represent,"

Indeed, where Labor has lost its political spine on big, transformative reform measures like an emissions trading scheme, this pair of independents will try to inject new steel.

Specifically, both cited Labor's national broadband policy, and its approach to climate change and renewable energy.

Labor's plan for a world's-best, fibre-to-the-home internet system was "an enormous opportunity for regional Australia to engage with the infrastructure of this century", said Windsor.

Both men were blunt in stating that they would use the newfound power that electoral fortune has granted them for the benefit of rural Australia. Under both Labor and Coalition governments, Windsor said, country people were "always sidelined".

No longer: *"This is about using the political system to the advantage of the people we represent,"* said Windsor.

As part of securing their support, Prime Minister Gillard has offered the independents a "regional package" with a notional price tag of $10 billion, of which $1.1 billion is net new funding.

"This is not going to be a weak Parliament," said Oakeshott.

"It's going to be a strong Parliament."

Given the above, the RTBU will work with any party or independant that can advance the cause of our industry and our menbership.

Home Loan Competition Winners

Recently the RTBU worked with Encompass Credit Union in running a Direct Debit competition and an RTBU Home Loan Package competition. We would like to thank all the members who entered the competitions and congratulate the winners Troy Hayes and Lindsay Adele.

Brian Bennett, CEO of Encompass Credit Union (ECU) and Alex Claassens, Secretary of the RTBU met with Lindsay to present him with his prize at the Encompass Credit Union Lee Street Branch (pictured). Both have received a $500 Westfield's Gift Card.

Thank you to all members set up a Direct Debit which is now giving them the security and peace of mind that their Union Fees are paid each fortnight from their chosen Credit Union account. If you want to know more about setting up a Direct Debit to pay your union fees feel free to contact your union representative today.

ECU has been serving transport industry employees for over fifty years and offers savings accounts, internet savings accounts, personal loans, home loans and bill paying facilities. A special Home loan package has been developed with the RTBU that will save you money on your loan, why not ask!!! If you want to learn more about ECU and what they can do for you, contact ECU on 131361 or visit the website at www.encompasscu.com.au

Paul Slevin Wins Greg Harvey Award

Just a bit of news from Chullora, back on the 3rd June we held the annual Greg Harvey award presentation. This award is handed out to the terminal operator that has shown outstanding safety within the workplace. The award is in memory and recognition of the exemplary organizing work of Greg Harvey at Chullora, then as National RTBU Organiser and RTBU National Secretary. Greg passed away in June 2009.

The proud recipient of the Greg Harvey Award this year is Chullora Terminal Operator Paul Slevin . Paul is a former chairperson of the workplace safety committee and was responsible for drawing attention to, and reporting on the worsening brake condition on the crane's to management. These concerns at the time fell on deaf ears. Paul has donated a $100 gift voucher kindly donated by the Terminal Operator Social Club.

The attached photo is Paul Slevin receiving his award from Jimmy Karnib the site delegate at Chullora.

Working With Sydney Alliance

Danielle Naranjillo is looking for social justice in all the right places. Dani is working with the NSW Branch of the RTBU for two days per week as part of our partnership with the Sydney Alliance, and building power through community organising.

The RTBU is a founding member of the Sydney Alliance, which is a coalition of community organisations, faith groups and unions. The approach of the Sydney Alliance is to build strength in and across the membership of these organisations, through developing and listening to the issues of members. This developmental work is then translated into action through raising issues of key concern, and developing strategies that achieve sustainable outcomes around these issues.

Danielle has been involved with the Sydney Alliance as an intern, and through her own studies and research, been keenly interested in working on social justice issues through using community organising strategies. The remainder of her work is with the Youth Action Policy Association. She believes that the relationships between community and unions, and in particular, the role of young people in unions are of crucial importance.

" It is important for young people to be actively involved in their union, yet there seems to be a reluctance by many young workers to do so. This is probably a combination of a more individualistic approach of younger workers, and the opportunity to have their voices heard in unions that are often dominated by older members."

Danielle's work in the union aims to identify how we can work more closely and effectively with a range of community organisations, and tap into the ideas and energy of a range of members. This will complement the work the union is already doing in building power wthin the membership, and strengthening ties with other organisationas and unions.

Safety of Rail Workers Under Threat

The safety of rail and tram workers is being threatened by the rush to create a new national rail safety regulator. The RTBU is campaigning to ensure the highest safety standards in our industry.

National safety legislation should enforce the highest standards across the country. If the bar is set high, and workers are given a say in how the legislation is developed and applied, then the creation of a national body to replace existing state regulators should be a positive step forward.

The problem is that the bar is being set too low, and operators are being given too much power.

Watering down safety standards will undermine the community's confidence in rail, and could put lives at risk. It could be your life at risk.

The project board responsible for creating the new national regulator is taking submissions from industry and the community. This is your chance to have your say and to let them know that you have a right to a safe workplace.

We Need You To Act on Rail Safety

If you care about your safety at work, you need to make your voice heard.

Go to www.putrailsafetyfirst.com.au From the web site, you can send a submission to the project board and to the Minister for Transport in your State or Territory.

You can also sign the petition – see your workplace RTBU delegate.

For more information:
Contact Bob Nanva, National Organiser on (02) 9310 3966
or visit
www.putrailsafetyfirst.com.au

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. Recently retired Branch Secretary, Nick Lewocki, in consultation with Alex Claassens has agreed to assist the establishment of the RTBU Retired Members Association 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

For more information, contact Peter O'Connor at the union office on (02) 9264 2511 or Nick Lewocki on 0415 661 881.

RTBU Womens' Campaign Committee

On the 11th August, the RTBU WCC met to discuss Campaigning issues of concern to all workers across our industries. Primarily, the Agenda covered Paid Parental Leave, Pay Equity, Better Services, Sydney Alliance and the upcoming Celebration and 40th Anniversary of Women Bus Drivers' in the Sydney Transit Authority.

PAID PARENTAL LEAVE

After 30 years of Australian unions lobbying and targeting campaigns on Paid Paternity Leave we had the magnificent break through this year with a first - a National Paid Parental Leave Scheme. The Senate passed a bill on the 17th June, 2010, to legislate a Paid Paternity Leave scheme in Australia. The Scheme allows for 18 weeks pay at Federal Minimum Wage (currently $543.78) for the primary care giver – whether full-time, part-time or a causal worker and takes effect from 1st January, 2011. This is a BIG win for Australian women and their families, who will have better health and financial security.

To be eligible for the government scheme the primary carer must be in paid work and have:

- Been engaged in work continuously for at least 10 of the 13 months prior to the expected birth or adoption of a child
- Undertaken at least 330 hours paid work in the 10 month period (an average of around one day of paid work a week).

The ACTU (Australian Council of Trade Unions) collated a petition to lobby the Politicians and keep the pressure on the bill being passed. The RTBU WCC was asked to collect signatures and was very successful in their efforts. Our goal was 500 – our Committee achieved over 1600. Special thanks must be mentioned to some of our wonderful WCC Delegates, Wendy Wirth, Narelle Sinclair and Leanne Holmes for their individual efforts.

Women will be able to take the government paid leave as well as any paid leave they already have with their employer. The RTBU congratulates the ACTU and Unions NSW for their enormous involvement in making this scheme happen which will help families cope with financial and work commitments while also meeting the demands of caring for a new born baby.

STRENGTHENING DISCRIMINATION LAWS FOR FAMILIES

The RTBU welcomes ongoing protections and promotion of human rights and workers' rights. Regarding Families, the following Legislation was passed to ensure workers' rights when parents continue to juggle and balance work and family.

Earlier this year, the Attorney-General, Hon Robert McClelland MP, amended the Sex Discrimination Act, 1984, to provide stronger discrimination protections for Australians with family responsibilities. These amendments included:

- Extending protections from discrimination on the grounds of family responsibilities to both women and men in all areas of employment
- Providing greater protection from sexual harassment for students and workers
- Ensuring that protections from sex discrimination apply equally to women and men and,
- Establishing breastfeeding as a separate ground of discrimination.

The Attorney General said that: "strengthening protections for workers with family responsibilities is an important step toward achieving economic equality between women and men".

WHITE RIBBON DAY – NOVEMBER 25TH

The RTBU Women's Campaign Committee has been a strong advocate to White Ribbon Day. White Ribbon Day is held to:

- Prevent violence against women in Australia
- Change attitudes and behaviours that support or excuse violence against women in Australia.

Our Campaign Objectives are:

1. To create wide-scale awareness about the positive role we can all play in bringing an end to violence against women

2. To enable leadership and bring about social change

3. To build collective knowledge and understanding of the effective prevention of violence against women.

Last year the RTBU sold 300 ribbons and raised approximately $600. This year our goal is to double our figure.

You can help by contacting the RTBU NSW Branch and ask for ribbons to sell in your workplace, to friends and family. Contact Maryanne Stuart 0425 498 811 or email on mstuart@rtbu-nsw.gov.au.

You can find out more by clicking on the link: whiteribbonday.org.au

If you wish to become involved with RTBU WCC, please contact Maryanne Stuart on 0425 498 811.

Power in Coalition

A new book about building strong coalitions between unions and community organisations

The Rail, Tram and Bus union knows that it needs to work with the other community organisations if we are to protect and improve Sydney's public transport system. But while coalitions may be an important tool for social change – what makes them successful? What causes them to fail?

Amanda Tattersall, Deputy Assistant Secretary at Unions NSW has written a book called Power in Coalition that considers these challenges. It is the first international study to examine successful coalitions between unions and community organisations in three countries: Chicago's living wage campaign run by the Grassroots Collaborative, the public education coalition in Sydney and Toronto's Ontario Health Coalition fighting to save universal health care.

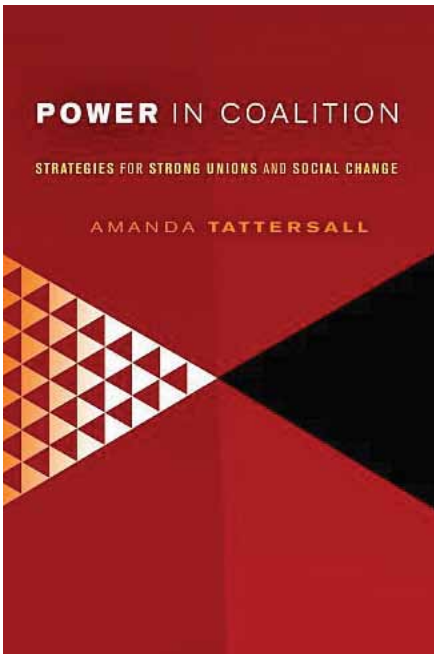
The book looks at when and how alliances between unions and community organisations can win policy changes and strengthen the power of unions. It identifies important lessons for building strong coalitions. For instance, counter to the popular belief that big coalitions are better – Power in Coalition argues that "less is more". A smaller number of powerfully committed organisations will be more successful at sustaining social change and engaging union members than a highly diverse coalition where there is little trust or common interest.

Tattersall argues that the most successful coalitions are ones that not only achieve social change victories but also sustain relationships with community organisations over time and engage the rank and file in the campaigns.

The RTBU has plenty of experience in successful coalitions like this. Your Rights at Work was a community based campaign that actively involved members in the pursuit of workplace justice. The Sydney Alliance, which involves 28 religious organisations, unions and community organisations – including the RTBU – is a coalition that is building trusting relationships with the aim of building a stronger community voice in Sydney.

The author, Amanda Tattersall, has a background as a union and community organiser. She was a leader in the student movement, co-founded Labor for Refugees and GetUp.org.au as well as being an elected official at Unions NSW. To write this book she spent two years living in Canada and the United States learning from their successes and struggles in building coalitions. Over the past three years, she has been putting these ideas into practice in instigating and helping to build the Sydney Alliance, which is set to publicly launch in 2011.

Power in Coalition was released in September 2010 by Allen & Unwin. To find out more visit the book's website.



Greens MP Thanks Union Support

Australia's only federal Greens MP, former industrial lawyer Adam Bandt, has in his maiden speech to Parliament, thanked the unions that supported his campaign and maintained there is no real equality before the law when building workers are "worse off than accused criminals".

Mr Bandt also warned Labor that unions are questioning their historical support and relationships to Labor and looking for alternatives. The fact that he is the only MP standing up in Parliament and acknowledging the role of unions supports his claims.

In his speech he stated that "It is with great interest that we are witnessing the development of unions prepared no longer to automatically support one party but instead assess parties and candidates on their merits and support the one that is best going to represent their members, which I think is of great merit for Australian democracy and for the cause of unionism and workers in general."

Bandt, who defeated former ACTU senior industrial officer Cath Bowtell to win the seat of Melbourne, described as "humbling" the commitment shown by the unions he had worked with over many years - especially those that took "a big leap" to support him and his party - to both principle and to real change to benefit their members.

"Along the way as an industrial lawyer representing you I have learned much, most importantly knowing that while sometimes cutting a deal is the best thing to do, at other times there is much more to be gained by taking a strong stand and having the courage of your convictions," he said.

Singled out for mention was United Firefighters Union national secretary Peter Marshall *"for your support and wisdom over many years"* - and for being present in Canberra today, along with the union's national president, Mick Farrell, for the speech.

"To Rosemary Kelly and the Medical Scientists Association who were prepared to objectively analyse the policies of the parties, including ours, and put that information in front of their members, I thank you. And to Dean Mighell and the State Council of the Electrical Trades Union ...your strong support was so valuable and your willingness to stick your necks out in the interests of your members inspirational. To Len Cooper, Joan Doyle and their respective colleagues at the CEPU, and to Michael Bakhaazi and the Australian Institute of Marine and Power Engineers, your support was greatly welcomed," Bandt said.

On construction IR laws, Bandt noted that the late Petra Kelly from Germany was so impressed by the union and community "green bans" in Australia in the 1970s that she took the concept back home with her and founded Die Grunen, "The Greens".

But, he said, anyone who took a green bans stand today would face the ABCC, be denied the right to silence, interrogated in secret and exposed to threats of imprisonment and fines.

"When members of one section of our workforce have not just fewer rights than other workers but are indeed worse off than accused criminals, we can't say we are truly equal before the law," he said.

Share the same benefits as thousands by being a member:

The NSW RAILWAY INSTITUTE

A not for profit social club offering members a host of benefits and services for as little as $2.00 per week, including GST with special rates and conditions for retired members. Fortnightly payroll deductions available for RAIL & BUS Employees.

BENEFITS

Low cost, high quality fully self-contained holiday accommodation Batemans Bay to Coolangatta.
Reciprocating rights of access to holiday accommodation in Queensland, Victoria, South & Western Australia, Tasmania, and both North & South Island of New Zealand.
Personalised Membership Discount Program: With Australia wide discounts savings booklet to hotels/motels, cinemas/movie theatres, tourist attractions & theme parks as well as fine restaurants & eating establishments.

OTHER SERVICES

Resort Holiday Discounts	Direct Deals Discount	Travel Insurance	Electrical Wholesales
Trauma Accident Insurance	Income Protection	Paint Discounts	Landscaping
Auto Search Facility	Rebel Sports	Fly & Travel	Sports

Plus a whole lot more, exclusively for members, not available to the public.
For further information and how to join visit our website: www.railinst.com.au
Email Tracey Jones: **booking1@railinst.com.au Phone: (02) 9752 8220 Fax: (02) 9752 8217**

Miners Win Bitter Tahmoor Fight

Workers at Xstrata's Tahmoor underground coal mine have voted up a new enterprise agreement, ending a bitter 18-month bargaining dispute that involved strikes, lockouts, a series of legal battles and an alleged bomb threat.

The four-year deal will deliver the colliery's 200-odd employees an initial pay rise of about 20% - catch-up for the two-year pay freeze they have endured since their current agreement nominally expired – and 4% increases in each of the following three years.

Employees endorsed the agreement by a majority of 142 to 50 in a recent ballot, which followed negotiations between Xstrata and the CFMEU's mining and energy division.

The union's district vice president, Bob Timbs, says the deal is a good result that will give workers pay parity with employees at other mines in the region and provide important job security safeguards.

Most significant, he says, is the company's statement of intent to provide security of employment and avoid forced retrenchments during the life of the agreement.

It has also agreed to consult with the union if it plans to engage contractors and to work to mitigate any negative effect their use has on the permanent workforce.

Further, Timbs says, the agreement preserves seniority arrangements governing the selection of shifts and retrenchments.

"They wanted to give us nothing on contractors, so that is a real win and when you add it all up the whole package gives us a lot security and certainty over the four years," he says.

The agreement also

- establishes preferred crew staffing levels, with the company to consult with the union if it proposes to deviate from them; and
- uarantees that accident pay and other allowances (but not sick leave) are paid at an "at work" rate, excluding shift allowances, significantly boosting the remuneration workers will receive in addition to workers compensation payments.

Timbs concedes employees didn't get everything they wanted on pay and other matters, but says they were prepared to give ground to ensure that the mine remains competitive and their jobs secure.

Many are also relieved that the hard-fought dispute - which involved almost constant protected industrial action, including strikes and work bans by employees and a week-long lockout by the employer is finally over.

"It went on for far too long, but we have taken on one of the biggest mining companies in the world and got something decent out of it. We're happy, the boys are happy and now we want to get back to work," he says.

New ACTU President Ged Kearney

New ACTU President Gerardine (Ged) Kearney took office in July.

Ms Kearney replaces Sharan Burrow, who was elected General Secretary of the International Trade Union Confederation.

Ms Kearney has been a member of the ACTU Executive since April 2008, when she was elected Federal Secretary of the Australian Nursing Federation.

ACTU Secretary Jeff Lawrence said he looked forward to working with Ms Kearney to advance the union movement's agenda in the lead-up to the federal election.

"Everyone at the ACTU welcomes Ged aboard to continue the work that is well underway to prevent a return to WorkChoices under Tony Abbott and to deliver on our agenda to improve the lives of working Australians and their families," Mr Lawrence said.

Ms Kearney said she was honoured to be entrusted with such an important role.

"I am committed to representing the interests of working Australians and to making sure their voices are heard in public debates over our nation's future," she said.

"I intend to work with all unions, big and small, to put our agenda into action, grow the movement and achieve positive change for workers and their families."

WA Train drivers slapped with 30-day "no-strike" order

Western Australia's Industrial Relations Commission has made orders prohibiting more than 200 train drivers on Perth's metropolitan rail system from taking industrial action for a month.

About 90 of the drivers called in sick on August 27, causing disruption to train services and prompting the IRC to make orders that day and on September 3 requiring them to refrain from any further industrial action until the end of this week (see Related Article).

The Perth Transport Authority (PTA) in a hearing told the tribunal that "media and other

sources" has led it to believe there was a prospect the drivers might again take industrial action "with the potential to severely disrupt the operation of… Perth metropolitan rail passenger services" and sought to extend the September 3 order.

Commissioner Stephen Kenner in a additional orders extended the prohibition on industrial action to October 8, saying it was in the public interest and the interests of the PTA, drivers and the union

that relations not be allowed to deteriorate further.

RTBU (WA branch) secretary Phil Woodcock said that drivers' frustrations had continued to build over the State Government's wages policy, which they believed had impeded their bargaining claim for a pay increase of 12% over two years.

On the IRC's order prohibiting the drivers taking industrial action, he said it was "in the public interest that they abide by it, certainly should anybody decide to flout them there could be serious repercussions".

The union and employer were scheduled to meet in a bid to resolve the dispute, he said, which could include an agreement on improvements to terms and conditions that satisfied the drivers' demands while maintaining a headline pay outcome within wages policy.

Unions Welcome Minority Labor Government

Unions welcomed the decision by the majority of the regional independents to back Julia Gillard and a Labor minority Government. As the election result was on a knife edge, the result a good outcome for working people, in terms of stability and the potential to improve on workers rights.

ACTU Secretary Jeff Lawrence said:

"Independents Rob Oakeshott, Tony Windsor, Bob Katter and Andrew Wilkie have each made a well-considered decision. We look forward to consulting with them on issues of mutual concern.

"We welcome the improvements they are achieving in parliamentary and democratic procedures, recognition of Indigenous Australians and acknowledgement of regional Australians' concerns.

"The continuation of a Labor Government offers political stability and a ready-made platform to build upon stronger rights and services for working people and their families throughout Australia.

"Working Australians will be relieved they are not facing a change to a Government led by Tony Abbott and the parties which brought in WorkChoices. In this election unions succeeded in obtaining a commitment from the Coalition to maintain fair work laws and not go back to WorkChoices. This is now the second election in a row in which WorkChoices has been decisively rejected by the Australian public.

"However, it was Julia Gillard who actually got rid of WorkChoices and it is her Labor Government in which working Australians can have most confidence.

ACTU President Ged Kearney said: "Union members around the country – nurses, teachers, public sector workers, building workers, university staff, manufacturing workers, mining workers and many others — will be excited by the opportunities created by the independents and this new Government.

"We have hopes and dreams for what they should deliver — decent and secure jobs, strong workplace rights, support for families, a sustainable economy and a tolerant and safe community.

"And we are determined to continue campaigning to make these dreams a reality."

Drayton Derailment Exposes Safety issues

The recent derailment of a Pacific National Coal train at Drayton in the Hunter Valley raises a series of important safety issues that need to be carefully investigated and resolved.

The derailment occurred after the locomotive's relatively new computerised braking system was inadvertently cut out, allowing the locomotive to move off without a back-up or other vigilance system being triggered. The company investigation has resulted in a number of procedures being changed, and the incident is still under investigation by ITSSR.

The available evidence suggests that there are several major safety issues that need to be addressed. These include the configuration of the braking and air system, that do not allow for a back-up or emergency braking system to come into operation if the main system fails for whatever reason, as well as engineering modifications that provide automatic and manual vigilance controls to be activated.

The incident also raises serious questions about the training provided when new systems such as the ECP system are introduced. Anecdotal evidence provided by RTBU members indicate that the classroom and on-the-job training and instruction provided by Pacific National was not adequate, and in some circumstances was limited to classroom training, due to unavailability of locomotives for practical instruction.

Other operators who have been using the same system for several years have these engineering and training responses in place, and have not had the type of incident that occurred at Drayton. A common minimal standard of vigilance and training needs to be applied and enforced for all operators to ensure that the system is implemented and used safely.

The RTBU will be seeking more information from the company and the outcomes of the ITSSR inquiry before deciding on appropriate responses and undertakings from the company. What can be clearly stated at this stage, is that no locomotive should be operated unless all safety control measures have been put in place, and that drivers have received appropriate training, and have been assessed as competent in the operations.

We remind members of the basic duties and responsibilities of employers and employees under the NSW OHS Act 2000 to ensure a safe work environment. If an employee has reason to believe that a locomotive is not safe, either due to mechanical or engineering concerns, or because they believe that they have not received adequate training, they are obliged to report their concerns and to refuse to operate the locomotive until those concerns have been allayed or the situation has been corrected.

While this particular derailment resulted in millions of dollars of damage to Pacific National and substantial economic loss for other rail operators due to disruption to the network, it could have easily resulted in fatalities. This is a cost that we should not be prepared to gamble on.

Unions and OHS Right of Entry

Union officials can lawfully refuse to provide details of the safety breaches they are relying on to enter worksites, the Federal Court has confirmed, in a ruling that also clarifies what it means to "hinder or obstruct" persons while onsite, and what may be an 'improper motive' for entering a site..

Justice Geoffrey Flick found that it didn't matter whether a safety breach was found on a premise, if the right of entry authority was properly invoked at the outset, and that the right of entry authority was not lessened by the fact that the union officials may have spoken to the occupier about other matters other than safety issues.

The case arose after three officials with the CFMEU's construction division in late 2008 repeatedly entered a building site on Sydney's northern beaches during a dispute with the company behind the project, Lend Lease Development Pty Ltd.

On at least one occasion the company's site managers at the St Patrick's Estate development in Manly asked the officials to identify the "specific safety concerns" that underpinned their right of entry, but the officials declined to do so, with one saying "well look, it's the whole site."

The officials while on the site engaged in conduct including instructing some workers to leave the site for purported safety reasons, parking two cars near a crane that was being dismantled, and driving a vehicle into a wire fence close to where a site manager was standing.

The ABCC alleged the officials and the CFMEU committed several breaches of the Workplace Relations Act, primarily the s767(1) requirement – now contained in the Fair Work Act's s500 - not to "intentionally hinder or obstruct any person, or otherwise act in an improper manner".

Justice Geoffrey Flick,

"A contravention of s767 on the basis of acting in an 'improper manner', however, is not made out merely by reason of a refusal on the part of those seeking access to premises to identify the particulars of any occupational health or safety concern that they may have in mind," he said.

"*To constitute a hindrance or an obstruction for the purposes of s767(1)(b), it is necessary for the activities on site, or the activities that are planned for a particular day, to have been hindered or obstructed in fact,"* he said.

Pacific National Coal Safety Procedures Improved

Pacific National employees are now receiving familiarisation training for the NCIG site at Port Waratah, after four workers were disciplined for raising concerns earlier this year.

The four workers genuinely believed it was unsafe for them to go to the NCIG site and perform work and that was still a construction site.

While the company took disciplinary action against the employees at the time, Pacific National has now implemented processes to familiarise employees with the site and procedures, before being required to perform work there.

The RTBU is concerned that the company took the action of standing down the four employees under these circumstances, has since addressed the concerns by introducing new procedures, but have not removed the disciplinary warnings from the employee files. Disciplinary action against employees for raising safety concerns is illegal and subject to prosecution under the NSW OHS Act 2000 and the Fair Work Act 2009. We will pursue the matter to seek a satisfactory outcome for the members involved.

OH&S Report on the Auburn Maintenance Facility

The RTBU continues to work through a range of safety and other procedural issues at the AMF. A list of some 50 issues were identified for resolution at meetings between the union and management.

Earlier in the year both the Chairperson and the Deputy Representatives from the Drivers' OH&S were invited out to inspect the Wash Plant located at the Auburn Maintenance Facility after the many requests through RailCorps' Safety Management System. This is where the new 'Waratah' rollingstock will be maintained.

While our main the focus was the Wash Plant we were also given a general look [2hours] at the yard layout, and how it was to eventually operate. Impressive as this facility may be, our attention was also drawn to a number of inconsistencies along with some safety concerns that we have with this facility.

These concerns were with equipment that was installed, and procedures that were adopted without consultation with our committee. If consultation had taken place the owners of this establishment could had developed the facility around the existing proven procedures that are currently in use within our network. By not doing this we now find ourselves in a situation whereby safety could be compromised and the owners may not be willing to listen or being capable of meeting our needs.

Consultation enables employees to contribute to the making of decisions affecting their health, safety and welfare at work. The duty to consult is not just a legal requirement, but is based on the recognition that input and participation from people actually doing the work improves decision making about health and safety matters in the workplace.

This process unfortunately has not occurred at the Auburn Maintenance Facility. It has been presented as the new facility that will take us into the future. This has not happened.

A further inspection at the end of March, 2010, took place for the Crew cab committee to see where the trains will be maintained and to gather their views on the completed facility. It should be noted that this committee [Crew cab], has been established for quite a few years now with no consultation on the design or the procedures that will be utilised on this site.

Further to the brief inspection, the RTBU PPP Crew Cab Committee was again invited by RailCorp to carry out the second site Inspection in May 2010.

STOP PRESS

Since the May inspection, the RTBU & OH&S representative have won significant improvements to this facility with new footpaths to be constructed, signals raised or repositioned to aid sighting & more appropriate signage to name a few.

Thirroul Loco Depot Re-Union Goes Off

Almost 200 current and former railway employees kicked up their heels at Thirroul Bowling Club on August 21, to celebrate the 25 year re-union of the Thirroul Loco Depot, which closed in 1985.

Rail workers who had worked at and around the Thirroul Loco, including Station, Signalbox, Per way and Examiners, gathered to reminisce and catch up with old work mates. The re-union included reflections from the past, as well as historical material, and presentations.

As with any railway re-union, a good time was had by all, and many a good yarn was lubricated with a refreshing ale. Congratulations to Barry Behan, Dennis Fitzgerald, John Lane, ray Morgan, Barry Haydon, Greg Simpson, John Hoyle and the whole crew who co-ordinated this very successful event.

Dave is a Model Railway Man

Dave Morris and the Waratah Model Railway Company were among the exhibitors at the recent at the recent model railway exhibition at Liverpool. Dave, who has been a passionate unionist over his 35 years or so in the industry, also has a love for restoring historical works at the Dorrigo Rail Museum and his beloved model carriages and rolling stock through his Waratah Model Railway Company.

The models, which are immaculately detailed and expertly constructed have been enthusiastically embraced and snapped up by rail enthusiasts here and overseas. The latest

offerings of 100 NSWGR CPH limited carriages were sold out almost instantly.

These were produced as a joint venture for Waratah Models and Haskell models in 7mm scale ("O" scale) .

They came in three versions which were Tuscan and Russet with matchboard panelling , Indian Red with matchboard panelling and Indian Red with masonite panelling , all came pre-painted to these options and these units are handcrafted in brass . They are 12 inches long "over the buffers" (one buffer face to the other buffer face on the other end) .

The 7mm market is still a very small market but 100 units were made and are now completely sold out .

Dave reckons they they call it "O" scale because when people see a model in this scale they always remark . "Oh , now look at that ".

RTBU Assists Softball Cancer Appeal

The NSW Branch of the RTBU has pitched in to support the NSW Softball Competition in its fund raising efforts for Cancer research. The men's teams were raising money for Prostate Cancer research, while the women's teams were getting behind Breast Cancer efforts. The RTBU made modest donations to each.

Close to home, as we consider her one of our 'family', one of the drivers behind the fund raising is Amy Thompson, who apart from being a talented softballer, playing in the Hornsby District Softball Association, is now in remission after her own battle with cancer over the past few years. The enthusiasm and support for raising funds to assist with developments and improvements for those suffering various forms of cancer, are shared by her brother Adam, big sister Sarah, and their respective team mates.

Steven Popko, Sarah Thompson, with representatives from the Prostate Foundation and Breast Cancer Foundation, with Amy Thompson after the presentation of the donation cheques

Adam Thompson, pictured holding the RTBU donation, with the State League Softball Team

The RTBU is happy to support the wonderful efforts of these young softballers in their concern and compassion for others, and we wish them every success in fighting cancer.

RTBU Organiser Driving For Special Kids

RTBU South Coast Organiser John Curley and his Chiko 1 Team of Bashers once more bit the dust for charity in this year's Variety Bash from B Shed Sydney Markets to Byron Bay.

John has been a motoring enthusiast and Bash participant for many years, combining his passion for his vintage beauties with raising funds for children's charities.

This year John (and his trusty 1964 Wolseley 24/80 Mk II) joined other participants

over the 9 day journey from the Sydney Markets and finishing in

Byron bay to raise valuable funds for special needs children. Over the 26 years of the Bash, Variety has raised and distributed millions of dollars to help individual children, hospitals, schools, community groups and other charitable organisations.

John calculates that his team over that time has probably covered about 160,000 kms and raised more than $250,000.

The NSW Branch of the RTBU is proud to be a sponsor of John and his team, and in supporting the invaluable work in raising funds for a range of projects that help children in need. We congratulate Join and the Chikos for their tireless efforts.

New South Wales

RAIL TRANSPORT MUSEUM

Barbour Rd Thirlmere

Tel 02 4681 8001

The Museum contains countless items of Railway heritage, and is open from 10am - 3pm. Monday to Friday (9.30am to 4.30pm during school holidays), and from 9am -5pm at weekends.

ADMISSION

Adults	$10.00
Senior & Concession	$7.00
Students	$5.00
Family (2 adults, 3 Children)	$39.00
Children under 5 years	FREE

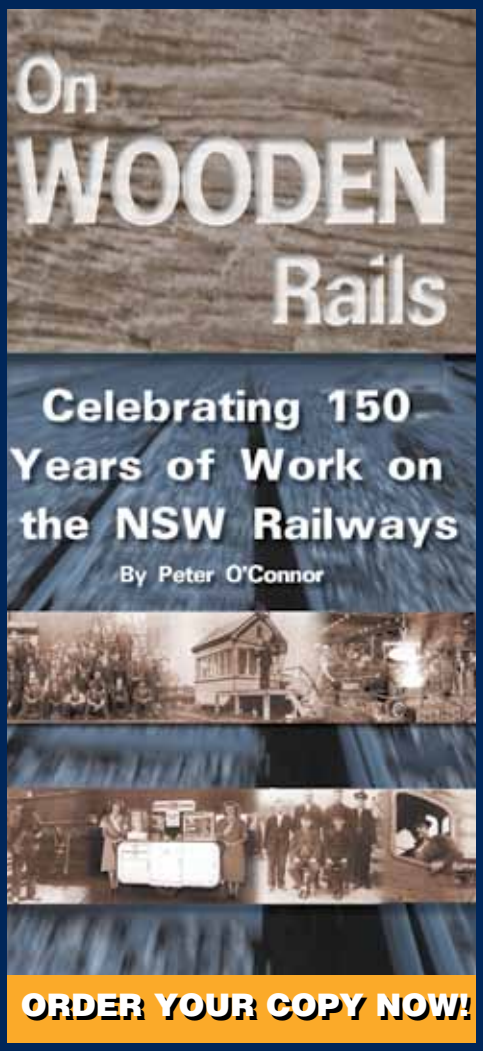
Steam trains operate on the adjacent railway line on the first and third Sunday of each month. On days of extreme or total fire bans, a diesel locomotive is used instead of steam.

FARES
Adults $8, Senior $4, Students $4

ON WOODEN RAILS

Special Members Discount of Almost 30%

We still have copies of this book that was launched by the union at the end of 2005. The book retails for $49 (inc GST). We are offering it at a discounted price of $35 (inc GST, postage and handling) for RTBU members only. To order a copy of On Wooden Rails at the discounted Member's price – complete the order form and indicate that you are a member or contact the



PLEASE KEEP THE FOLLOWING FOR YOUR REFERENCE

RESIGNATION FROM MEMBERSHIP

(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 subscription 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 to the Union.

(4) A notice delivered to the Branch Secretary shall be deemed to have received by the Union when it was delivered.

(5) A notice of resignation that has been received by the Union is not invalid because it was not addressed to the Branch Secretary.

(6) A resignation from membership of the Union is valid even if it is not effected 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.

APPLICATION FOR MEMBERSHIP
Australian Rail, Tram and Bus Industry Union (RTBU)

I,_____ the undersigned, hereby apply to become a member of the Australian Rail, Tram & Bus Industry Union, an Organisation of employees registered under the Australian Workplace Industrial Relations Act, 1996 as amended, and hereby undertake to comply with the Rules and By-Laws for the time being of the Union.

Surname (Please print): | **Given Name(s) (Please print):** | **Gender** Male / Female

Street Address (Please print): | **Suburb (Please print):** | **Post Code**

Home Phone No.: | **Work Phone No.:** | **Mobile No.:**

Date Of Birth: / / | **Email:**

Employer: | **Employee No.:** | **Date Commenced:**

Occupation/Grade: | **Work Location:** | **Employment Status:** Fulltime / Part-time / Casual

I agree to pay $ _____ **weekly/fortnightly/quarterly/half yearly/yearly** 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.

Dated the: _____**day of** _____ **200** **Signature of Applicant:**_____

I,_____ the undersigned, hereby apply to become a member of the Australian Rail, Tram & Bus Union NSW, 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.

Dated the: _____**day of** _____ **200** **Signature of Applicant:**_____

DETAILS OF THE ACCOUNTS TO BE DEBITED:

Name of Financial Institution: eg: St George / ANZ | **Branch where account is held: eg Parramatta**

Account in the name(s) of: | **Please tick type of account:** ☐ Cheque ☐ Savings

Bank/State Branch No: (BSB) | **Account Number / if credit Union, Membership number:**

I/We authorise and request the Rail Tram and Bus Union, (user ID No.XXXXX) 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 and request this direct debit authority to remain in force until cancelled, deferred or otherwise altered in accordance with this service agreement.

SIGNATURE: | **DATE** / /200

tell 'em they're dreaming!

how much are you paying for health cover?

With rt health fund you can save over $1,000 a year compared to what some of the big funds are charging.

how?

We're your not-for-profit industry health fund, and that means we're all about a better deal for our members.

is the cover any good?

Don't take our word for it, the Australian Financial Review *Smart Investor* magazine called rt health fund one of the 'nation's best value health funds' and chose our **Private Hospital + Extras** and **Fit and Healthy** Covers as among the best on offer (June 2008).

plus, find out more about the exclusive benefits for RTBU members, including a free annual health assessment, welcome gift valued to $100 and additional annual savings of up to $203!

Put a little back in your hip pocket,
give us a call and make the switch

1300 RTBU 10 (1300 7828 10)

www.rthealthfund.com.au/rtbu.html

incredible value

rt health fund Private Hospital + Extras $237.85 / month	
NIB Top Cover $314.55 / month	rt saves you $920.40 / year
Medibank Private Premier Plus Package $322.60 / month	rt saves you $1017.00 / year
MBF Premium Hospital + Premium Extras $349.98 / month	rt saves you $1345.56 / year
HCF Top Hospital + Super Multicover Extras $308.45 / month	rt saves you $847.20 / year

amazing savings!

This comparison is based on information publicly available on the government website, www.privatehealth.gov.au and is calculated on the basis of a NSW-based family membership, inclusive of the 30% rebate and assuming there is no excess on hospital cover. Anyone considering joining rt health fund should do their own research into the differences between covers rather than relying solely on this comparison. railway + transport health fund ltd (abn 93 087 648 744) is a registered health benefits organisation. 1108/1480

rthealth FUND

RTBU CHANGE OF DETAILS FORM

To enable our records to be accurate, please complete and return this form to the address, fax or email listed below. Please complete **ALL** fields and **PRINT** information clearly.

SURNAME: _____

GIVEN NAMES: _____

CURRENT ADDRESS: _____

POST CODE: _____

OCCUPATION: _____

WORK LOCATION (Depot): _____

WORK ADDRESS: _____

EMPLOYEE NO: _____ MEMBERSHIP NO: _____

EMPLOYER: _____

❖ *CONTACT NO'S:*

Phone Home: _____ Phone Work: _____

Fax Home: _____ Fax Work: _____

Mobile Personal: _____ Mobile Work: _____

❖ *EMAIL ADDRESS'S:*

Home: _____

Work: _____

RETURN YOUR COMLETED FORM TO:

Email: cawad@rtbu-nsw.asn.au or nswho@rtbu-nsw.asn.au

Post: RTBU Level 4, 321 Pitt Street SYDNEY NSW 2000

Fax: (02) 9261 1342 Fax: Dept: 34433

The Union is bound by the Privacy Act, this information is only used for Union purposes.

FIRST STATE SUPER
FSS Trustee Corporation
ABN 11 118 202 672 AFSL 293340

Power to choose

Be in charge of your super with First State Super

- Not for profit industry fund and no commissions paid
- Best fee deals for superannuation and retirement funds that anyone can join[1]
- One of the ten largest super funds in Australia with over $19 billion in assets and 540,000 members
- Great options for your super while you work and when you retire!

To find out how to join visit www.firststatesuper.com.au and click on Join First State Super

- **Phone: 1300 650 873**
- **Email: enquiries@firststatesuper.com.au**
- **Web: www.firststatesuper.com.au**

Consider the First State Super Product Disclosure Statement (PDS) before deciding whether becoming a member of First State Super, or continuing your membership, is right for you. To obtain a PDS visit the website or call us. Issued by FSS Trustee Corporation ABN 11 118 202 672, AFSL 293340, the Trustee of First State Superannuation Scheme ABN 53 226 460 365. August 2010.

[1] SelectingSuper, a company of Rainmaker Information Pty Limited ABN 86 095 610 996, describes the best fee deal for superannuation funds as the best overall fees payable, where overall fees are calculated for a member earning around $50,000 pa and who has $50,000 in their super fund's default investment option. It describes funds that you can join as a private individual. Under Fund Choice (if you qualify) you can also direct your employer contribute your superannuation into these funds. The best fee deals across all retirement funds describes the best overall fees payable, where overall fees are calculated for a member with an initial deposit of $100,000 and receives 12 monthly pension payments all invested in the fund's default investment option. The research was conducted in June 2009.

SUPER RATINGS
SUPERRATINGS PLATINUM SAVINGS 2010
SELECTING SUPER QUALITY RATING AAA
Money WINNER 2010
2009 SelectingSuper PRODUCT OF THE YEAR Retirement – Value Choice WINNER

POWER R&R 0810