



RAIL AND MARITIME TRANSPORT UNION INC NATIONAL OFFICE MEMORANDUM

Date: 26 August 2021
To: All KiwiRail Members
From: Wayne Butson, General Secretary
Subject: **KiwiRail – RMTU MECA Bargaining Status Statement #1**

This is not a joint bargaining update notice as we have been unable to reach agreement with KiwiRail on the content nor tone of any joint notice. The BPA (Bargaining Process Agreement) provides for each party to be able to make single updates to stakeholders on a no surprises basis in the event that agreement cannot be reached on joint statement. To meet the no surprises this notice will be provided to KiwiRail as well as members.

KiwiRail and the RMTU met in Wellington 3, 4 and 5 August 2021 to commence the bargaining for the renewal of the Multi Employer Collective Agreement (MECA) which expired on 30 June 2021. Twenty Six rank and file delegates from the KiwiRail Industrial councils and specific representation from Scenic Journeys with all Union Staff also attending.

On 3 August the RMTU met alone to enable the twenty six bargaining team representatives from the Industrial Councils to work through the claims that had been received from Rail Branches. By days end the negotiating team had a unanimously agreed position of not proceeding with any of the non general increase claims and to, instead, focus on a single priority claim of an 8% general Increase to all wages and allowances within the MECA and for it to be paid as a flat rate universal increase to all members with a 12 month term for the new MECA. The RMTU also stated that it expected KiwiRail to complete the uncompleted payscale items agreed as part of the last MECA settlement.

On 4 and 5 August the Union and KiwiRail bargaining teams met face to face and KiwiRail provided an overview of its current financial status and budgets for financial year 22. The Union presented and spoke to it's single claim. KiwiRail tabled three claims, namely;

- LE's and Productivity – KR seeks a short term working group with LE reps and Operations Managers to investigate ways of improving productivity, and;
- Paying Out of Alternative (Lieu) Days – KiwiRail wishes to make the conditions currently applying to LE's and Train Control apply to all RMTU members covered by the MECA. LE's and Train Control do not get provided with an Alternative Holiday (Lieu Day) to be taken at a later date as Kiwirail pays them 8 Hours at their hourly rate. Kiwirail states

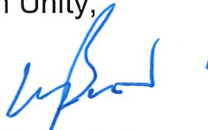
that over the last 4 public holidays there is an average of 960 Alt days added to members leave balances and therefore to KiwiRail's leave liability. This is approximately 10,500 Alt Days over a full 12 month period. This will be made worse in June of 2022 when Matariki is added as a public holiday.

- Cease Medical Retirement application/payment after age of eligibility for the Government retirement income which is currently 65 yrs – KR wishes to make clause 27.3.1 ONLY apply to those who are terminated prior to attaining the age of 65 years. Beyond this age the Retirement Leave Clause shall only apply to anyone terminated on medical grounds.

The parties have agreed to work together to finalise and agree the outstanding matters from the last MECA settlement. The Union has stated categorically that the items outstanding from the last MECA settlement do not form part of the financial cost calculation for this bargaining round.

Talks will be ongoing but no date is currently set under Covid level 4 but we have expressed agreement for the teams to meet in video conference.

In Unity,



Wayne Butson