



NATIONAL OFFICE MEMORANDUM

Date: 11 November 2021
To: All KiwiRail Members
From: Wayne Butson, General Secretary
Subject: KiwiRail – RMTU MECA Bargaining Status Statement #6

This is not a joint bargaining update notice. This notice is the sixth issued and should be read in conjunction with the earlier bargaining status notices dated 26 August, 12 October, 15 October, 22 October 2021 and 1 November 2021 and the Strike Ballot information notice dated 14 October 2021. The BPA (Bargaining Process Agreement) provides for each party to be able to make single updates to stakeholders on a no surprises basis. To meet the no surprises basis this notice will be provided to KiwiRail as well as members.

To remind members the unanimously agreed RMTU single claim for this MECA renewal is; **"a single priority claim of an 8% general Increase to all wages and allowances within the MECA and for the increase to be paid as a flat rate universal increase to all members with a 12 month term for the new MECA"**. The methodology we expect KiwiRail to use for the calculation is 8% of gross MECA Payroll divided by the number of members remunerated under the MECA and again divided by 2086 delivering a flat rate quantum for the increase. The RMTU also expects KiwiRail to complete the payscale 1, 2, 4 and 7 market study reviews agreed as part of the last MECA settlement to be completed and paid prior to any general increase being applied this wage round.

KiwiRail and the RMTU short line up (a cross section of 17 delegates from all areas of KiwiRail's operation) met in a Microsoft Teams meeting on 9 Nov 2021. The meeting commenced with KiwiRail advising us that they had no further offers for settlement to table at this time. They advised that they were finding the Teams digital environment challenging and requested the RMTU team to consider nominating a smaller team to enable face to face meetings, under current Covid restrictions, with visual aids available.

The RMTU team took an adjournment and met on the Zoom platform to discuss KiwiRail's request for a smaller team to meet with the company. Vigorous debate occurred with a wide range of opinions being voiced. The resulting unanimously resolved position was that we would not reduce the team, at this stage, as it was felt that the negotiations were at a broad level and we had not arrived at any position that would require a more focussed study and approach.

We reconvened on Teams and informed KiwiRail of the rejection of their request and we expressed a willingness to continue on the Teams platform or for the Company to arrange travel and a venue to enable face to face meetings. The team advised KiwiRail that we were flexible around looking at a two year agreement. KiwiRail stressed that they were focused on settling this wageround on agreed terms. Both parties ended the session by stating a strong desire and willingness to keep talking, and;

- General consensus that we had had a productive meeting as we got a greater appreciation of the challenges facing KR in its cashflow, and;
- KiwiRail is seeking flexibility from the RMTU on the packaging of any settlement for the wageround.

The RMTU KiwiRail Strike Ballot continues with the key details being;

- Closes at 1700hrs on 12 November 2021
- Only ballot papers returned are counted and the count will occur on Monday 15 November 2021
- We need to have a high rate of return of ballot papers to demonstrate to the employer that members resolve is strong

Next KR-RMTU Teams meeting is set for 1400hrs 16 November 2021. We will keep you informed.

The RMTU Team strongly recommend members vote in favour of Strike Action.

Make your voice heard – Have your say – Tick Yes - Return your ballot paper – Make it count!

In Unity,


Wayne Butson
Advocate KR 2021 Wage Round