

TOLL UNIONS CONFERENCE , WELLINGTON NEW ZEALAND 14& 15 June 2005

The ACTU/ NZCTU the ITF and combined Unions who deal with TOLL met in Wellington New Zealand on 14 & 15 June 2005.

Unions Represented: MUA, TWU, RTBU (Australia)
MUNZ, RTMU, AMEA, MSG, NDU (New Zealand)

Peak Union Bodies: ACTU, NZCTU & ITF

The conference was hosted in New Zealand due primarily to Toll's expansion in the country through mergers and acquisitions in Road, Rail and Maritime Transport Sectors. Australia has and is experiencing the rapid growth of Toll in traditional and non traditional areas and has already developed a cross union model to effectively deal with Toll industrially in an initiative called FUMP (Freight Unions Mapping Project).

The combined Australian and New Zealand Unions recognized Toll's increasing presence in Australia & New Zealand required a Trans Tasman approach in dealing with Toll industrially.

Objectives:

- For Union leaders and delegates to understand Toll's Business model as applied in a Trans Tasman context.
- For Union leaders and delegates to put together a plan for dealing with Toll at all levels of its operations
- For Union leaders and delegates to determine and put in place the necessary structures and processes to ensure successful implementation of the plan.

PROGRAM

The conference heard from a number of speakers who helped set the tone for the 2 day conference, by giving an insightful analysis of how transport Unions can combat Global capital in focusing on the Transport Sector and what obstacles lay in our way.

The conference was opened by Ross Wilson, President NZCTU. He welcomed delegates and reinforced the message that inter union cooperation was the key to dealing with large global players like Toll.

Peter Hodgson – NZ Minister of Transport

New Zealand Transport Minister Peter Hodgson addressed the conference and delivered the NZ governments position on Transport pragmatically. Recognising the need for a sustainable and efficient economic system the New Zealand Government has developed criteria for economic development which includes the Transport and Logistics chain, including involvement of unions in the consultative processes.

Increasingly the trend is for Governments to privatise, however the NZ government has re invested in the Country's rail system, is doing cost benefit analysis work on further road and rail infrastructure and are trying to develop integrated transport strategies.

The minister further indicated that inter-modal services would increase, involving Road, Rail and coastal Shipping (Interestingly there is no commitment for cabotage). This will give Toll greater expansion opportunities in New Zealand. He raised the idea of making the Tasman a local 'lake' for NZ and Australia.

Toll

As the objectives identified, the combined unions need to understand Toll's business model, before a definitive strategy could be developed. It was therefore necessary to receive a presentation from senior Toll management. The conference heard from Mark Rowsthorn – Executive Director, Toll Group on the company's structure, profitability and growth. It is evident that Toll's objectives are to have the best Total Integrated Logistics solutions business in Australia, New Zealand – the world. This means road, rail, sea and air backed up by sophisticated logistics and inventory management systems.

Toll aims to get large companies to outsource their logistics to Toll who will look after it from the factory to the customer.

The conference also heard from David Jackson, the NZ head of Toll on particular developments in NZ. He made it clear that Toll will continue with acquisitions in NZ

Union Experiences in Dealing with Toll

The combined unions had to identify the difficulties & successes in dealing with Toll and presentations were given from each industry and area represented. After careful consideration of all the Union presentations it was obvious that all unions are experiencing some difficulty in dealing with Toll.

There appeared to be a large variation in how Toll dealt with unions. For some it was easier than for others.

Resolution of Support

Both RMTU (NZ) and RTBU (Aus) are involved in very difficult negotiations with Toll. In RTBU's case it is with the national rail freight operator Pacific National jointly owned by Toll and Patricks.

A resolution of support for those unions in their negotiations was passed by delegates.

We, the delegates of this Conference, give support to the RTBU and RMTU in their respective employment negotiations. (Moved RMTU seconded MUA)

Freight Unions Mapping Project(FUMP)

To compliment the presentations and to provide an example for the way forward a presentation was delivered to the conference by Paul Goulter (ACTU) on the Australian "FUMP" program. This joint initiative developed by the MUA, RTBU, and TWU and facilitated by the ACTU seeks to research Toll, develop networks through out the Toll industries, identify common clauses for collective bargaining and identify where at least 2 of the 3 unions membership are employed or interact with the other amongst other objectives.

The Toll business model relies on being able to provide a full logistics service to customers who are prepared to outsource their logistics. Its principle selling point is its capacity to completely takeover

customers logistics and in particular the software of logistics. This requires companies to adjust their internal systems to fit Toll's systems.

Further issues raised about the FUMP were – next steps (surveying actual Toll sites), participation of NZ unions, participation of other Toll unions and most importantly – translating the research into action.

Workshops

Workshops assisted in delivering a plan for the way forward that will include all participating unions. The workshops focused on:

- Union Recognition and Rights
- Terms and Conditions of Employment
- Occupational Safety & Health
- Collective bargaining Processes and Procedures
- Inter Union Co-operation – processes and structures for organising the Toll logistics chain

Each delegate participated in work shopping the above themes to help deliver recommendations for a practical resolution to be implemented immediately.

The feedback from the workshops was very comprehensive and there was strong agreement between the workshops on what steps needed to be taken.

It was acknowledged that assistance will be needed by the NZCTU and ACTU to develop some educational material so that delegates can deliver a consistent message to members on the need to organise and have a Trans Tasman Toll Unions strategy.

Recognising the need for a practical resolution the drafting committee decided to structure the resolution by dot point to ensure the recommendations are practical and achievable.

The following Resolution was moved by the RMTU seconded by the TWU and carried unanimously by the conference delegates.

The ACTU/NZCTU/ITF combined Toll Unions conference endorses the following action plan and calls on unions to work collectively in implementing this program

- **Create a Trans Tasman Unions Council to co-ordinate and develop union campaigns throughout the Toll network and to build organising strength on the ground in joint union organising activities.**
- **Develop Core Conditions to apply to all Toll Collective Agreements**
- **Establish communication networks with Toll members/delegates, including e,ail, website, chat rooms etc and a common Toll communication**
- **Educate members and delegates about organising in Toll.**
- **Continue FUMP and extend it to New Zealand including mapping hot and cold sites**
- **Identify a organising campaign target in Toll for the unions to jointly work on**
- **All Toll unions to press for access for Union inductions**
- **Develop a common OSH agenda including health & safety reps working to the Toll Unions agenda**

Each delegate, member and union official left the conference with a renewed sense of optimism in the fight to improve workers conditions in the face of increased global capital. The ACTU and NZCTU will work together in facilitating progress on this resolution.

It was clear that conference delegates want tangible results and essential that we collectively deliver the outcomes of the resolution.

IF NOT US – WHO? IF NOT NOW – WHEN? IF NOT HERE- WHERE?