

Rail & Maritime Transport Union

“Fighting for Safer Workplaces”

1st Biennial Conference

&

19th Delegates’ Conference



14/16 OCTOBER 2014

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ANNUAL CONFERENCE ATTENDEES

NZ Police College, Porirua – 14/15 October 2014

NATIONAL MANAGEMENT COMMITTEE

NATIONAL PRESIDENT
NATIONAL VICE-PRESIDENT & CENTRAL RAIL REP
GENERAL SECRETARY
GENERAL REPRESENTATIVE
NORTH ISLAND PORTS REPRESENTATIVE
SOUTH ISLAND PORTS REPRESENTATIVE
SOUTH ISLAND RAIL REPRESENTATIVE

WILKINSON, Aubrey
PHILLIPS, Howard
BUTSON, Wayne
SWEENEY, Bill
MARDEN, Dave
KELLY, Andy
WILLIAMS Mike

DELEGATES

AUCKLAND RAIL
BAY OF PLENTY PORT
BAY OF PLENTY RAIL
CHRISTCHURCH RAIL
HAWKES BAY RAIL
HUTT WORKSHOPS
KING COUNTRY RAIL
LYTTELTON PORT
MARLBOROUGH PORT
MARLBOROUGH RAIL
NELSON PORT
NORTHLAND RAIL
OTAGO RAIL
PALMERSTON NORTH
PORT CHALMERS
PORT NAPIER
SOUTHLAND RAIL
TARANAKI PORT
TARANAKI RAIL
TIMARU PORT
TIMARU RAIL
WAIKATO RAIL
WELLINGTON PORT
WELLINGTON RAIL

STIRLING, Paul
MARTIN, Kelven
McNAE, Shane
EALAM, Graham
KING, Mike
CARTER, Myles
O'SHANNESSEY, Vaughan
MARSH, Stuart
HERBERT, Grant
HARAKI, Tania
DISKIN, Jeremy
BARR, Alby
SAXTON, Cory
MILLWARD, John
BLAKELEY, Ruth
TAANA, Phil
MORTIMORE, Gavin
MANU, Dan
HUNT, Leighton
YOUNG, Naylor
BLAKIE, Doug
BROWN, Ray
TAVAI, Moa
SEFESI, Telai

OBSERVERS

AUCKLAND RAIL
AUCKLAND RAIL
BOP PORT
BOP PORT
BOP PORT
BOP PORT
BOP RAIL
HAWKES BAY RAIL
LYTTELTON PORT
NAPIER PORT
OTAGO RAIL

BARRETT, Rachel
MOHAMMAD, Ali
CARMINE, John
KOLLER-GRAVES, Kerry
HANSEN, Paul
TE MONI Myke
LANIGAN, William
GIBSON, Joe
GILLARD, Simon
KERERU, Gaylene
IRVINE, Graeme

PORT CHALMERS
PORT CHALMERS
TARANAKI PORT
WAIKATO RAIL
WELLINGTON PORT
WELLINGTON RAIL
NZCTU KOMITI PASIFICA REP
NZCTU OUT @ WORK REP
NZCTU RUNANGA REP
NZCTU WOMENS REP
NZCTU YOUTH REP

RMTU

ADMINISTRATION ASSISTANT
ADMINISTRATION ASSISTANT
ADMINISTRATION OFFICER
HEALTH & SAFETY ORGANISER
INDUSTRIAL ORGANISER
INDUSTRIAL ORGANISER
INDUSTRIAL ORGANISER
INDUSTRIAL ORGANISER
WELLINGTON RAIL BRANCH FACILITATOR

INTERNATIONAL GUESTS

ASLEF
ASLEF
ITF
JRUI
JRUI
RMT
RTBU
RTBU
RTBU
TWU
TWU

VISITORS

AIL of NZ - Public Relations Manager
KiwiRail Ltd – CEO
KiwiRail Ltd – Industrial Relations
McBride Davenport & James
Napier Port – CEO
NZ Council of Trade Unions – President
NZ Harbours Superannuation Plan; and
NZ Loco Engineers Sickness Accident & Death Benefit Fund
NZ Labour Party – Acting Leader
NZ Labour Party – Labour Leader Candidates

NZ Railways Staff Welfare Trust – Manager
Port of Lyttelton – CEO
Port of Tauranga – CSM
Transdev Auckland Ltd – MD
United Credit Union

DOUGHERTY, Matthew
MIDDLEDITCH, Michelle
MAINDONALD, Biggles
FLACK, Tina
NEWMAN, Jason
INNES, Gary
TE POU, Mel
JOHNSON, Charles
MARSH, John
GRIFFIN, Jenny
BEECH, Ka'isa

CARR, Libi
HARRISON, Julia
STIELLER, Leonie
FLETCHER, Karen
JOHNSTONE, Stu
KERR, John
SPANSWICK, Phil
VALSTER, Todd
RAUMATI, Mani

CALFE, Dave
WHELAN, Mick
DAVIS, Mark
HAGIWARA, Mitsuhiro
TAOKA, Ms Mizue
MARR, Derrick
MATHIE, David
McMAHON, Keith
SIMONETIS, Sam
PERI, Mick
PIRC, Robert

SOLJAN, Mario
REIDY, Peter
BOOMER, Graeme
DAVENPORT, Geoff
COWIE, Garth
KELLY, Helen
COWLEY, Roy

KING, Hon Annette
A LITTLE, N MAHUTA,
D PARKER, & G ROBERTSON
BALL, Chris
DAVIE, Peter
LUNAM, Sara
SCOTT, Terry
KENNY, Anna

MINUTES OF 1st BIENNIAL CONFERENCE And 19th DELEGATES' CONFERENCE HELD AT KINGSGATE, HOTEL, WELLINGTON – 14/16 OCTOBER 2014

DAY 1 Tuesday 14 October 2014

1. Conference Opening, Welcome Prayer, Minutes Silence for Lost Members, Comrades & Industry Workers

The President called Delegates together to welcome them all to the 1st Biennial Conference of the Rail & Maritime Transport Union.

He then called on John Marsh to lead Delegates in a Karakia.

He then called for a minute's silence to remember lost members; fallen comrades and industry workers.

2. Formal Resolutions

2.1 It was **agreed** that Leonie Stieller be appointed Minute Secretary.

Moved/Seconded: Wilkinson/Phillips

Carried

2.3 It was **agreed** the Agenda as set out be adopted.

Moved/Seconded: Wilkinson/Phillips

Carried

2.4 It was **agreed** that Conference Format & Rules of Debate be as per previous years.

Moved/Seconded: Wilkinson/Millward

2.5 It was **agreed** that the Minutes of the 18th Annual Conference held at the Police College on the 23/25 October 2012 be approved as a true and correct record.

Moved/Seconded: Millward/Blakie

Carried

2.6 There were no matters arising from the Minutes of the 2012 Conference.

2.7 The President advised Conference that Observers have speaking rights; they don't have voting rights.

2.8 The President then called the Roll.

An apology was received from Leslie Reid and apologies for lateness were received from Karen Fletcher and Stuart Johnstone.

It was **agreed** that the apologies be received.

Moved/Seconded: Wilkinson/Phillips

Carried

3. Opening Address

The General Secretary Way Butson formally opened the RMTU's 19th Delegates' Conference and discussed the Conference Theme "*Fighting for Safer Workplaces*".

See Appendix A Page 17 for the Opening Address.

4. President's Report

The National President, Aubrey Wilkinson gave his Report to Conference.

It was **resolved** that the President's Report be received.

Moved/Seconded: Wilkinson/Martin

Carried

See Appendix B Page 18 for the President's Report.

5. Introductions

The President then asked Conference Delegates and Observers to introduce themselves, the branch they represent, the Union role they play within their branch; their employer; their occupation and what they hope to bring to and take away from Conference.

LUNCH

6. United Credit Union Presentation

Anna Kenney representing the United Credit Union, the largest industrial based credit union in New Zealand gave a presentation to delegates on the benefits of joining.

Jenny Griffiths on behalf of Conference thanked Anna for her presentation and gave her a gift of appreciation.

7. RMTU Women Presentation

Lyttelton Port Branch Secretary Libi Carr presented her report on attending the ITF Woman's Conference.

The NMC Women's Representative Remit was tabled:-

- 7.1 *That the Women's Representative position on the NMC will come into effect in the next round of NMC Elections in 2015.*
- 7.2 *A report back session on the RMTU delegate experience whilst attending the ITF Women's Conference will be run during Biennial Conference prior to Conference voting on the above remit.*
- 7.3 *Conference delegates will be expected to undertake education and information sessions with their branch prior to the next round of NMC Elections in 2015.*
- 7.4 *A Women's Forum will be held in early 2015 bringing together women staff, representatives from branches and agreed observers.*
- 7.5 *Preferably a single nomination (endorsed by the Women's Forum) for the elected position of Women's Representative on the NMC will be achieved during the Forum but this is not to rule out multiple endorsements.*
- 7.6 *It will also be expected that all Branches will create the space for an elected Women's Representative in the Branch by the end of September 2014 aiming for the role to be filled by December 2014.*
- 7.7 *All Branch Women's Representatives will receive Delegate Training Level 1 with specific training incorporated to assist Women's Representatives in representing members on issues that matter to women.*

It was **resolved** that points 7.1 to 7.7 of the Remit be adopted.

Moved/Seconded: Blakeley/Haraki

Carried

See Appendix C Page 20 for the Power Point Presentation.

8. Port of Tauranga Ltd

Sara Lunam, Corporate Services Manager at Port of Tauranga addressed Conference.

At the conclusion of her address Sara was presented with a gift of appreciation by Naylor Young.

See Appendix D Page 27 for the Power Point Presentation.

AFTERNOON TEA

9. KiwiRail Ltd

The General Secretary Wayne Butson introduced Peter Reidy, CEO of KiwiRail Ltd, Andrew Norton, Group General Manager HR and Graeme Boomer, Industrial Relations Manager who updated Conference on KiwiRail's activities.

At the conclusion of the address Peter, Andrew and Graeme were presented with gifts of appreciation by Shane McNae.

10. Transdev Auckland Ltd

Terry Scott, Managing Direct of Transdev Auckland Ltd addressed Conference on Transdev's activities.

At the conclusion of his address Terry was presented a gift of appreciation by Rachel Barrett.

11. Recruitment Presentation

Todd Valster and John Kerr, Industrial Organisers facilitated an interactive session on recruitment and whey we do this.

See Appendix E Page 34 for the Power Point Presentation.

Conference Adjourned for Day 1

DAY 2 Wednesday 15 October 2014

Conference Reconvened and the Roll was called.

12. RMTU on the International Stage

The General Secretary Wayne Butson reported on what it means to the RMTU to be a participant at international forums.

13. UnionAid Presentation

The General Secretary Wayne Butson introduced Michael Naylor, UnionAid Executive Officer who presented the Delegates on services NZ Unions offer to developing countries who struggle to protect/promote the rights of workers and their families.

At the end of his presentation Michael was given a gift of appreciation by Dave Marden.

14. International Solidarity Panel Session

The International Guests gave a 15 minute address each on current issues affecting their Union and members and how the RMTU may contribute to their activities.

ASLEF represented by Mick Whelan and Dave Calfe (United Kingdom);

JRU represented by Mitsuhiro Hagiwara (translator Ms Mizue Taoka) (Japan);

RMT represented by Derrick Marr (United Kingdom);

RTBU represented by Sam Simonetis, David Mathie and Keith McMahon (Australia); and

TWU represented by Mick Peri and Robert Pirc (Australia).

Each Guest gave a run-down on the issues and problems facing their Union(s) in each of their respective countries; in particular:-

- The Appeal of the JRU7 had been dismissed in Japan as the Court took the side of the State. The JRU will fight on to retrieve their honour;
- The Sendai Line remains "shredded". It will be rebuilt with the wisdom of JRU members;
- The nuclear accident after the earthquake contaminated water which is still leaking out. Nuclear bombs are still a big issue for the JRU;
- The RTBU in Australia is attempting to educate younger workers on how the conditions they take for granted have been achieved over the years;
- The TWU spoke about the Royal Commission and the Abbott Government abolishing the Road Safety Remuneration Commission and changing the Fair Work Act.

MORNING TEA

15. International Transport Workers Federation

The ITF Asia/Pacific Deputy Regional Secretary Mark Davis addressed Conference.

At the conclusion of his address Mark was presented with a gift of appreciation by Wayne Butson.

See Appendix F Page 35 for the Power Point Presentation.

16. NZ Labour Party

The Acting Leader of the NZ Labour Party the Hon. Annette King addressed Conference.

At the conclusion of her address Annette was presented with a gift of appreciation by Todd Valster

Delegates Convened downstairs in the Kingsgate Hotel Restaurant for the Conference Photo.

LUNCH

17. NZ Council of Trade Unions

The President of the NZ Council of Trade Unions, Helen Kelly addressed Conference.

Helen spoke on the Theme "Connecting with NZ Workers" and how Unions are part of the public institutions in New Zealand – part of the furniture. The Rail & Port industry is part of that.

Seventy-five percent of New Zealand workers earn their living via wages – that is what workers have in common and we should play to that strength. The majority of workers who are in a Union are in public service, female, have a degree and have been in their jobs for more than two years. She also said that there are 360,000 workers in Unions and that collective strength should be harnessed.

At the conclusion of her address Helen was presented with a gift of appreciation by Andy Kelly.

18. Napier Port

Garth Cowie, CEO of Napier Port addressed Conference.

At the conclusion of his address Garth was presented with a gift of appreciation by Mike Williams.

19. Union Busting

RMTU Industrial Organiser John Kerr led Delegates in an interactive session on Union Busting and the need to build a solid union culture within our workplaces and branches.

See Appendix G Page 37 for the Power Point Presentation.

20. Lyttelton Port of Christchurch

Peter Davie CEO of Lyttelton Port Company addressed delegates. Peter stated that the first issue he wished to speak about was H&S as that would be uppermost in people's minds. He then spoke about where the responsibilities of the Port Company lay in H&S and where they didn't. For example the Port is in charge of the H&S of direct employees but not in charge of the H&S of contractors and that people misunderstand this believing the Port has an overall responsibility to all people working within the Port's operations.

Peter outlined that the media had not been very helpful in that they had continued this misrepresentation of where the Port's H&S responsibilities lie.

Delegates were briefed on what the Port is doing to improve H&S including discussions with contractors operating at the Port to ensure that their practices are safe.

Peter was questioned by Conference delegates as to whether his KPI's involved an H&S component, to which Peter advised they do. Delegates also questioned Peter on the moral correctness of taking a \$200,000 bonus on top of his \$1 million pay package given the serious failings of the Port in H&S over the last 12 months which have resulted in 3 men killed and at least one man seriously injured.

It was Peter's preference not to discuss his pay package and he advised delegates that the bonus was for the previous year payable in this year and was not a reflection on events in the last 12 months.

At the conclusion of his address Peter was presented with a gift of appreciation by Andy Kelly.

21. Philip McNeill – KiwiRail Payroll Officer

The President Aubrey Wilkinson asked Conference to stand for a minute's silence on the sudden death of Philip McNeill, KiwiRail Payroll Officer who died on the 15 October 2014.

22. Communications

Following on from the Union Busting session, RMTU Industrial Organisers Todd Valster and John Kerr led a session showing how communications within our union can successfully help to limit the effectiveness of union busting:-

- **Making Your Branch Relevant**

Industrial Organisers, John Kerr and Stuart Johnstone asked the question "*Is your Branch Relevant in the 21st Century?*"

- **Branch Planning/Target Setting**

Industrial Organiser Phil Spanswick facilitated an interactive session of "*Organising your Branch*".

Phil handed out a "SMART Formula Plan" to Delegates to use when Delegates get back to their respective workplaces.

23. Union Fee Increase

The General Secretary Wayne Butson presented the NMC Remit to increase the Union Fee from 1 November 2014 as follows:-

- From \$8.20 to \$8.40 (0.20c) per week for full-time members;
- From \$16.40 to \$16.80 (0.40c) per fortnight for full-time members;
- From \$35.80 to \$36.40 (0.60c) per month for full-time members;
- From \$1.25 to \$1.35 (0.10c) per day for daily casuals;
- From \$4.10 to \$4.20 (0.10c) per week for Part/Time; Trainees & Apprentices; and
- From \$30.00 to \$30.00 (0.00c) per year for Honorary Members.

	Union Fee	GST@ 15%	Strike Fund	Solidarity Levy	NO Fee
Weekly	8.40	1.10	0.20	0.10	7.00
Fortnightly	16.80	2.19	0.40	0.20	14.01
Monthly	36.40	4.75	0.90	0.30	30.45
Daily Casuals	1.35	0.18	0.02	0.02	1.13
Part/Time	4.20	0.55	0.10	0.02	3.53
Trainees	4.20	0.55	0.10	0.02	3.53
Apprentices	4.20	0.55	0.10	0.02	3.53
Honorary Membership	30.00	3.91			26.09

It was **resolved** that the Union Fee increase commencing the first pay period after 1 November 2014 be agreed.

Moved/Seconded: Butson/Ealam

Carried

24. Financial Report and Balance Sheet

The General Secretary Wayne Butson presented the Union's Financial Statements for approval and adoption. It was **resolved** that:

- the Audited Financial Statements for the year ended 30 June 2013 be adopted; and
- the Audited Financial Statements for the year ended 30 June 2014 be adopted.

Moved/Seconded: Butson/Carter

Carried

*See Appendix H Page 39 for the Financial Statements for the year ended 30 June 2013; and
See Appendix H Page 51 for the Financial Statements for the year ended 30 June 2014.*

25. The 2014/2015 Union Budget Debate

The General Secretary Wayne Butson presented the Union's Budget for the Year Ended 30 June 2015.

It was **resolved** that the Rail & Maritime Transport Union Budget for the Year Ended 30 June 2015 be adopted.

Moved/Seconded: Butson/Marsh

Carried

See Appendix I Page 63 for the 2014/2015 Budget.

26. AIL of NZ

Mario Soljan presented to conference the benefits and services offered to members by AIL of NZ.

He advised delegates that members can now pay the \$5.00 yearly renewal online – type in AIL (American Insurance Life) and pay via internet banking.

Delegates Dave Marden, Ruth Blakeley, Ray Brown and Kelven Martin raised their respective Branches concerns as to the lack of follow up once members had completed and sent in their yellow cards.

At the conclusion of his address Mario was presented with a gift of appreciation by Paul Stirling.

Conference Adjourned for Day 2

DAY 3 Thursday 16 October 2014

Conference reconvenes – Roll Call

27. International (Continued from 14.)

ASLEF Mick Whelan said that for workers everywhere they are battling the same issues:-

- Transnationals battering workers all over the world;
- Gagging Acts;
- Health & Safety;
- Employment Rights;
- Zero hours contracts;
- Privatisation
- Costs of travelling on rail in the UK

He also advised Delegates that the UK track is now back in public ownership.

His parting quote was from the late Bob Crowe ***"If we all spit together we'll drown the bastards"***.

RMT

Derrick Marr sent fraternal greetings from the President and General Secretary of the RMT. He gave Delegates an insight into the RMT which originated over 100 years ago. Legislation in the UK means that every union has to have a ballot every 10 years asking the question of each member "do you want the RMT to have a political voice".

The biggest issue facing the RMT is the contracting out of core railway work. He also said that vulnerable workers are afraid to join unions and that the RMTU is fighting disputes up and down the country for these workers.

He spoke about the Living Wage Campaign and the march in May 2014 across London with the slogan "Britain Needs a Pay Rise".

TWU

Mick Peri and Robert Pirc Spoke on the Ports Campaign in Botany Bay which focuses on employers not union v union and ground up organising. Use Media on issues.

28. Address of Candidates Contesting the Leadership of the NZ Labour Party

Andrew Little, Nanaia Mahuta, David Parker and Grant Robertson - the four candidates contesting the NZ Labour Party's Leadership election were each introduced; and given five minutes each in which to give a presentation as to what they could bring to the leadership of the Party.

The Candidates each addressed Conference and answered questions.

At the conclusion of their addresses, they were presented with a gift of appreciation by Wayne Butson.

On their departure, Delegates were asked to rank the candidates and a vote would be taken after lunch.

MORNING TEA

29. Conference Remits

Remits 1 through 8 from the National Management Committee were debated and the following was resolved:

1. **Auditor – Remit 1**

Crowe Howarth (formerly WHK (NZ) Ltd) is the current Union's Auditor. It was recommended that Crowe Howarth be appointed as the Union's Auditors for the year ended 30 June 2015.

Moved/Seconded: Butson/Innes (substituting for Sefesi)

Carried

2. **National Returning Officer – Remit 2**

It was resolved that Howard Ian Phillips be confirmed as the Union's National Returning Officer.

Moved/Seconded: Carter/Millward

Carried

3. **NZ Locomotive Engineers' Sickness, Accident & Death Benefit Fund – Remit 3**

The Fund is jointly promoted by the RMTU and KiwiRail Limited and administered by the Trustees in accordance with the 3rd Consolidated Trust Deed dated 13 March 2014 which includes amalgamation 1 December 2013 Post 2004 Members changes to benefits and contribution schedules, consolidation the 2nd Consolidated Deed of 24 March 2000, Deed Supplemental to the Deed 5 August 2004, Deed of Variance 12 April 2005, Deed Varying Deeds 2 October 2008, Deed Varying Deeds 28 September 2010 Deed Varying Deeds 22 March 2012 and 1 December 2013 changes.

It was resolved that Wayne Butson, William Judson Sweeney and Michael John Williams be confirmed as the Union Trustees to the LE Trust Fund for a further two year term.

Moved/Seconded: Mortimore/Martin

Carried

4. **NZ Harbours Superannuation Plan – Remit 4**

The Fund is governed by two Employer Trustees; four Union Trustees and an independent Chairperson (David Stevens).

The four Union Trustees are Wayne Butson, Roy Cowley, Andrew David Kelly and Dion Jeremy Young and it was **resolved** that the current Union Trustees be endorsed with John Murfitt, Todd Valster and Howard Phillips being confirmed as Alternate Trustees.

Moved/Seconded: Wilkinson/Herbert

Carried

5. **NZ Railways Welfare Trust – Remit 5**

The Board comprises of four Union and four employer Representatives. The Union Trustees are Wayne Butson, Howard Phillips, Sam Kahui, and one position is given to the Rail Superannuitants Association and that representative is currently Edgar Spark.

It was resolved that Wayne Butson, Howard Ian Phillips, Samuel Wallis Kahui and Harold Edgar Spark as the Group B representative be endorsed.

Moved/Seconded: Manu/King

Carried

6. **NZ Council of Trade Unions – Remit 6**

6.1 **NZCTU – Runanga**

It was **resolved** that Samuel Wallis Kahui; Raymond Tetahi Brown; John David Marsh and Manu James Barclay be confirmed as the Union's representatives on the NZCTU Runanga.

Moved/Seconded: Stirling/O'Shannessey

Carried

6.2 **NZCTU – Women's Representative**

It was **resolved** that the Representatives on the Women's Council be referred to the 2015 Women's Forum.

Moved/Seconded: Blakeley/Carter

Carried

6.3 **NZCTU – Komiti Pacifika**

It was **resolved** that Telai Afitu Sefesi and Melanie Te Pou be confirmed as the Komiti Pacifika Representatives on the NZCTU Council.

Moved/Seconded: Haraki/Blakie

Carried

6.4 **NZCTU – Youth Representative**

It was **resolved** that the Ka'isa Beech be confirmed as the Youth Representative to any Youth and Labour Youth meetings.

Moved/Seconded: Marsh/Blakie

Carried

6.5 **NZCTU – Out @ Work Representative**

It was **resolved** that Charles Johnson be confirmed as the Out @ Work Representatives to any Out @ Work Meetings.

Moved/Seconded: Barr/Blakie

Carried

6.6 **NZCTU – Endorsement**

It was **resolved** that RMTU Representatives attending NZCTU Hui's, meetings and conferences be endorsed.

Moved/Seconded: Millward/Carter

Carried

7. **Hutt Workshops – Remit 7**

7.1 **Life Membership – Phillip Richard Bosworth**

It was **resolved** that Phil Bosworth be given Life Membership as he has been active with both the Hutt Branch as a Delegate and Branch Secretary over his twenty years with the Company. He has also been an NMC member for some years representing Hutt and Mechanical. As Conference is now biennial the Branch would like to recognise this before he retires.

Moved/Seconded: Carter/McNae

Carried

7.2 **Clause 89 of Policy Manual (Collective Bargaining)**

It was **resolved** that Clause 89 (Collective Bargaining of the Policy Manual) be amended to include Non-discriminatory clauses that separate staff and/or RMTU members into groupings that are defined by employment dates, e.g. different redundancy scales.

Moved/Seconded: Carter/Mortimore

Lost

8. **Christchurch Rail - Remit 8**

It was **resolved** that a binding postal referendum be conducted of all members covered by the KiwiRail MECA to ascertain which of the two following ratification systems will be used in future wage rounds:

✓ *Status Quo (33% No vote)*

or

✓ *Alternate system (vote Yes or No, return all votes, simple majority wins)*

Moved/Seconded: Williams/Stirling

Lost

9. **Notices of Motion**

9.1 **Life Membership – Timothy John Spence**

It was **resolved** that Timothy Spence the past Secretary of the Otago Rail Branch and long serving member of 41 years and who has had to retire because of ill-health be made a Life Member of this Union to recognise his service.

Moved/Seconded: Saxton/McNae

Carried

9.2 **NZ Labour Party Disaffiliation**

It was **resolved** that the RMTU disaffiliate from the NZ Labour Party.

Moved/Seconded: Blakeley/Blakie

Lost

9.3 **NMC – Youth Representative**

It was **resolved** that a Youth Representative seat be created on the National Management Committee.

Moved/Seconded: Sefesi/Haraki

Lost

It was **agreed** that the matter be transferred to the next Biennial Conference.

30. Does New Zealand Have a Health & Safety Crisis?

RMTU Health & Safety Organiser Karen Fletcher led Delegates in an interactive session on the Government's response to the question via the HASIE Act and the RMTU's response.

- **RMTU Campaign “Just Say NO?”**

RMTU Health & Safety Organiser Karen Fletcher presented and led an interactive session on the Union's “Just Say NO” Campaign.

See Appendix J Page 66 for the Power Point Presentation.

LUNCH

31. Leadership of the NZ Labour Party Vote

A vote on who the Union should support in the upcoming Leadership vote was conducted amongst ALL of the Delegates and Observers present.

After a show of hands Andrew Little was confirmed as the Union's candidate.

32. NZ Railways Staff Welfare Trust

The General Secretary Wayne Butson introduced Welfare Manager Chris Ball who advised members of the Trust's services and benefits, and talked about recent changes to the holiday accommodation.

See Appendix K Page 68 for the Power Point Presentation.

At the conclusion of his address Chris was presented a gift of appreciation by Mike King.

33. NZ Harbours Superannuation Plan and Loco Engineers Sickness Accident & Death Benefit Fund(s) Reports

The General Secretary reported to delegates on the performance and activity of both Funds.

34. National Management Committee Annual Report

The General Secretary Wayne Butson introduced the 19th Annual Report of the National Management Committee.

It was **resolved** that the 19th Annual Report of the National Management Committee be received.

Moved/Seconded: Butson/Wilkinson.

Carried

See Appendix L Page 70 for the Power Point Presentation.

35. NZ Council of Trade Unions Nominees

Nominees Sam Huggard and Greg Lloyd addressed delegates on why the RMTU should support their candidacy for the Secretary role of the CTU.

At the conclusion of their addresses, Sam and Greg were presented with a gift of appreciation by Kelven Martin. A vote on who the Union should support in the upcoming Secretary vote was conducted amongst ALL of the Delegates and Observers present.

After a show of hands Sam Huggard was confirmed as the Union's candidate.

36. Employment Relations Act (ERA) Changes

Geoff Davenport of McBride Davenport & James addressed delegates on the proposed consequences of the proposed ERA changes to RMTU members.

See Appendix M Page 89 for the Power Point Presentation.

37. Presentation(s) to International Guests

The National President, the General Secretary, and RMTU Runanga representatives Tania Haraki, Ray Brown, and John Marsh presented gifts to each of the International Guests.

38. Conference Reflection, Closing Address

The National President Aubrey Wilkinson reviewed the conference theme, reflected on discussions and planning through conference and formally closed the 2014 Conference and farewelled attendees.

39. Conference Farewells

Delegates were invited to meet in the Restaurant Bar for farewell drinks and nibbles.

APPENDIX A

**RAIL & MARITIME TRANSPORT UNION
GENERAL SECRETARY'S OPENING ADDRESS
& CONFERENCE THEME 14/16 OCTOBER 2014**

Fighting For Safer Workplaces

- Welcome delegates and International Guests and thank TKM reps for opening conference.
- Wider context for the heading (Rail and Maritime areas)
- Many speakers in this conference and almost all on the theme
 - Ports – Ports of Auckland PortPro and ownership alliance changes
 - Downer Rail (KiwiRail) and Contractors – Navigators
 - Transdev Metro bids (KiwiRail Keolis JV)
 - RMTU Internal – (union busting, recruitment, communication branch planning etc)
- Does NZ have a safety crisis - RMTU just say no campaign
- Political – leader voting and candidates (1700 today) and possible new interim leader speaker day 3.
- ERA changes – gone back for redrafting
- International speakers and the wider context and issues (rail industry needs labour Government)
- NZCTU secretary contenders
- Welfare, LE Fund and Harbour Superannuation Fund reports.

APPENDIX B**RAIL & MARITIME TRANSPORT UNION
NATIONAL PRESIDENT'S REPORT
ANNUAL CONFERENCE 14/16 OCTOBER 2014**

I welcome you all to our first biennial conference – the 19th national conference of our Union. For those who are new to it I will point out that this is the highest decision making body of our Union. At this conference we will determine the direction that we will take for the next two years and, as always, I encourage active participation from you all. I extend a warm welcome to our international guests and look forward to your participation and input as well. For those guests staying on afterwards I wish you an enjoyable time visiting New Zealand.

For us workers in New Zealand however, our stay will be extremely harsh in the coming months and years. There will be attacks on any voice that workers currently have. There will also be attacks on our wages and conditions. Wages and conditions negotiated by us, and by our predecessors. Collective bargaining, MECAS, holidays, smoko breaks to name a few, will come under the hammer. National, with a clear majority in parliament any law changes can now go through with little or no opposition. The power of employment law can now be easily shifted to benefit the wishes and desires of the employer.

A shift in power which I believe will not benefit our members or our businesses. In the three careers I have had during my working life, it has become clear that for any business to reach its full potential, the requirement needed is a strong workforce – and a strong employer. Weaken either of these or shift that balance of power to either party, then that business will never reach its full potential. It is our responsibility to care for and maintain the well-being of our members. One of the roles of our delegates is to maintain that balance of power. Training our delegates, our health and safety reps, our organisers, and our leaders will go a long way to achieving that balance. However, we must not stop there. We must bring our branches together to help each other, and to learn from each other, so that we can achieve the goals that our members set. I have recently seen a rail branch struggling with an issue that a port branch in the same town managed to resolve. By bringing branches together and meeting more regularly we can only better represent our members. The more people we have in the room to discuss the issues, the better the outcomes will be. So during this conference I urge you to speak with each other. We didn't amalgamate so that rail and port could work exclusively within their own industries. I do hope you see this as a strategic opportunity, and act on it.

We recognise the important work that our law firms do for our members. To Hazel Armstrong Law and also McBride Davenport and James, from us all we thank you for your outstanding efforts over the last two years. We not only treasure our relationship, but we also appreciate the fine results that you all deliver.

To our general secretary Wayne Butson; the guidance and support you have provided to me and everyone within our Union has been outstanding. It has certainly made my job easier and I, along with our members, certainly appreciate the time, effort and knowledge you have shared with us all. Thank you Wayne and may that long continue.

To the NMC I extend my sincere gratitude for the work you have all done as the Union's governing body since the last conference. Your combined governance has kept us in good stead and I am proud to be working alongside you all and look forward to the future with the unified stance that we have all enjoyed. I will now put in writing my support for the proposal to have a NMC women's rep by 2015 and hope our branches adopt the same stance.

I must also mention Leonie Stieller and Julia Harrison who run our national office. We collectively express our sincere gratitude for the work and support you have both provided. I know first-hand that the men and women of our Union often speak highly about you both and may that long continue.

To our organisers, Phil Spanswick, Karen Fletcher, Libi Carr, Mani Raumati, John Kerr, Todd Valster and Stu Johnstone – I appreciate how challenging things can be and am always amazed at how you find the time and energy to complete the difficult tasks that crop up. Thank you all for the outstanding work.

To the men and women within our industrial councils and port forums, the difficult issues you all wrestle with to constantly improve the lives of our members and the future of our businesses does not go unnoticed. I thank you all for your time and efforts.

To our reps and delegates throughout the RMTU who volunteer their time and energy to represent our members – I recognise and thank you. I consider you all to be the life blood of our Union.

Finally, to our Union members, I thank you all for the support and help you provide not only to the staff and representatives, but also to each other around the country. Standing up and supporting each other truly is an inspirational thing for us all to witness and may that never end. We truly are stronger together.

APPENDIX C



Report to RMTU 2014 Conference
of
2014 ITF Women's Conference



We are like a bird
We fly best with two wings



Global capital relies on global transport.
"Women are 51% of the worlds population.
If they don't participate in the workforce and in their
unions we have a problem."

Stephen Cotton, Acting General Secretary ITF, Delhi, ITF Women's
Conference 2014

Background Information

- Ruth Blakely's paper to NMC 2013
 - Survey to RMTU women prior to ITF Conference
 - Attending ITF Conference
 - Initial report back and recommendations to NMC Feb 2104
 - Remit for endorsement to NMC June 2014
 - Report back and remit for endorsement to RMTU Biennial Conference 2014
-

Where are RMTU Women participating?

- Global
- International
- National
- Local
- On the job





Endorsed Remit for Conference

Page 9 of your Conference Programme

NMC Women's Representative Remit

NMC Women's Representative Remit

- That the Women's Representative position on the NMC will come into effect in the next round of NMC Elections in 2015.
 - Conference delegates will be expected to undertake education and information sessions with their Branch prior to the next round of NMC Elections in 2015.
 - A Women's Forum will be held in early 2015 bringing together women staff, reps from Branches and agreed observers.
-

NMC Women's Representative Remit

Preferably a single nomination (endorsed by the Women's Forum) for the elected position of Women's Representative on the NMC will be achieved during the Forum but this is not to rule out multiple endorsements.

NMC Women's Representative Remit

It will also be expected that all Branches will create the space for an elected Women's Rep in the Branch by the end of September 2014 aiming for the role to be filled by December 2014.

All Branch Women's Reps will receive Delegate Training Level 1 with specific training incorporated to assist Women's Reps in representing members on issues that matter to women.

What next?

- Finalise Agenda and program for Women's Forum 2015
 - Write the job description for the Women's Rep on the NMC to be presented at Women's Forum
 - Finalise attendees to Women's Forum – 30 places available
-

What can we do?

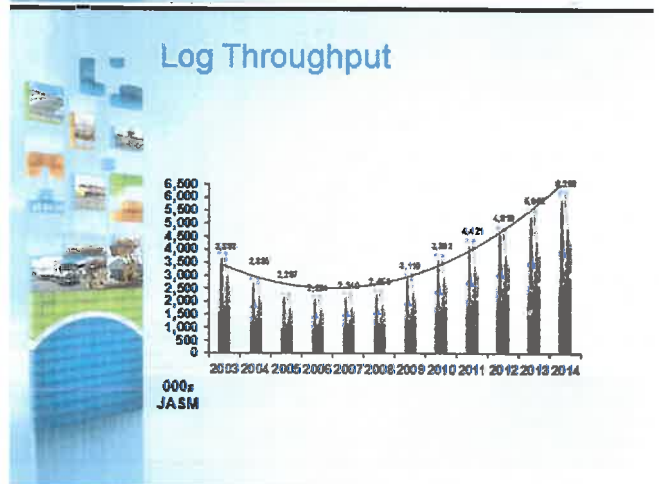
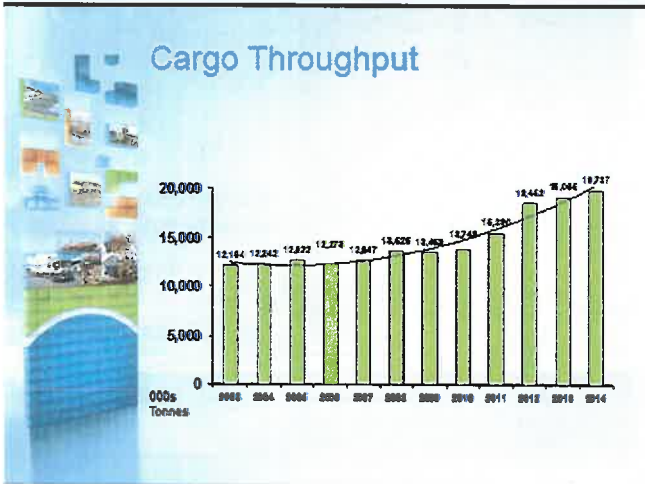
5 minute brainstorm

With the people next to you discuss:

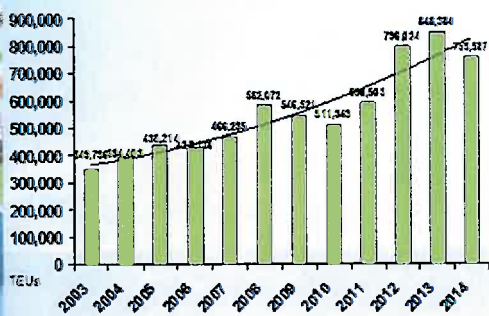
3 things you can do to increase women's representation at all levels of the RMTU.



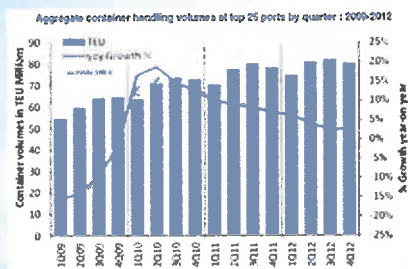
APPENDIX D



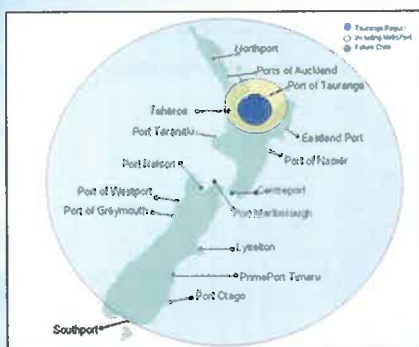
Container Throughput



Global Container Growth



Redefining Our Hinterland



Company Structure 2009



MetroPort Rail



The Question of Bigger Ships

Securing New Zealand's International Supply Chain



Shippers' Council Report

\$338 million per year value to New Zealand

Recommends Tauranga to be North Island International Hub Port

MetroPort – MetroPack – MetroBox – Tapper & Tapper Rail



Tapper Transport - Purchased Priority Logistics 1 July 2013

Logistics, Transport & Storage



Gateside Property



Monte Class (5,560 TEUs)



LOA	272m
Width	15 containers
Draught	13.2m

Berth Extension & New Crane (#7)



More Straddles



Two New 74 Tonne Bollard Pull Tugs



PrimePort -Timaru



THE SOUTH ISLAND'S MOST
CENTRALLY LOCATED PORT

75% OF SOUTH ISLAND'S
POPULATION WITHIN 200Km



PRIMEPORT
TIMARU

South Island Dairy Factory
Locations




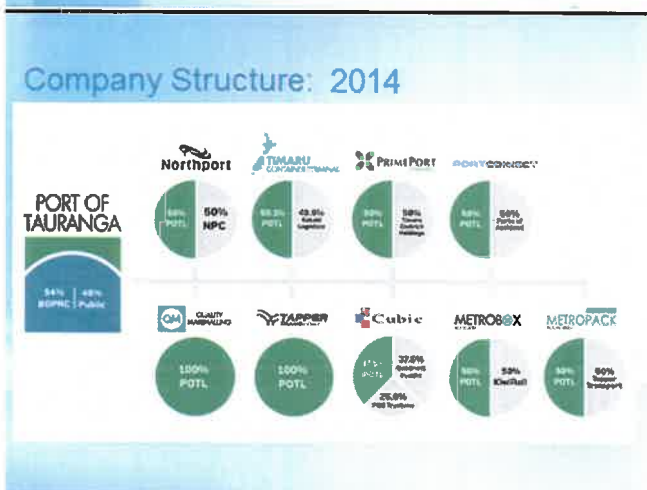
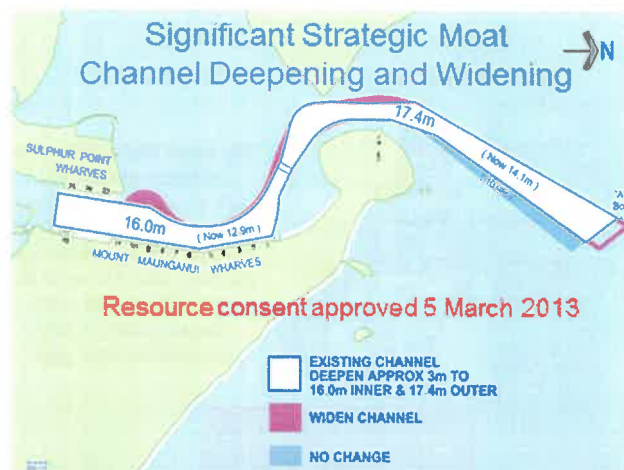
Izone Rolleston



Izone Rolleston

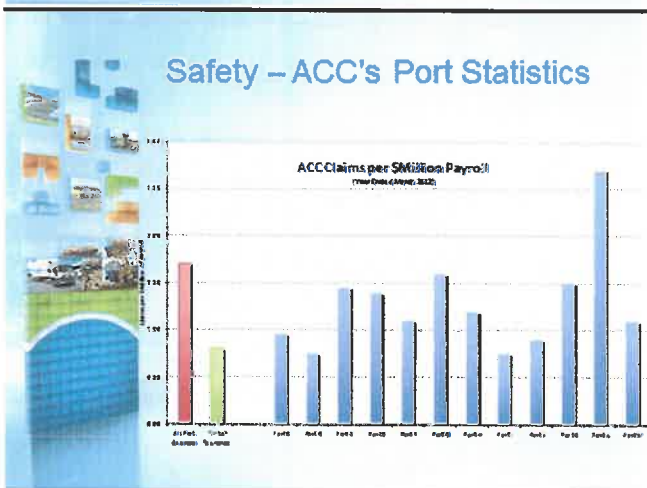


Signing of 10 Year Deal With Kotahi

Port for the Future

www.port-tauranga.co.nz



Significant Improvement in Safety (92% improvement in TIFR)

"When you are on our site, you're on our team. We look out for each other. We look after each other, and we keep each other safe."

Phil Julian - Manager Operations

Safety



"We insist that safety is our number one priority. Above all else, we value human life and expect that our port colleagues will go home to loved ones at the end of their shift in the same condition they entered the port gate"

Safety starts with me

Hon Simon Bridges

Health and Safety Reform Bill

Government Bill
192—1

What we're doing

- Taking a lead
 - national forums
 - liaising with Ministers and policy makers
 - communicating the issues
 - increasing knowledge

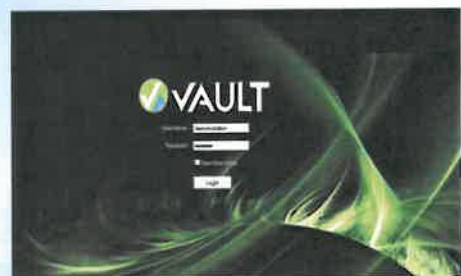
Port Users' Forums



Health & Safety Committee

- Wider representation
- Enhanced reporting

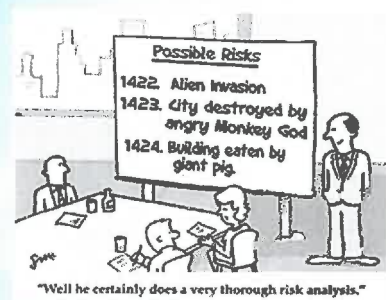
More Resources



Training

- Incident Investigation
- Risk Management
- Working at Heights
- Confined Space
- Supervisor (HR & H&S)
- Hazard ID
- Hazardous Spills
- Restricted Radio Operation
- First Aid

Risk Management



Port of Tauranga




Northport



Quality Marshalling



APPENDIX E

<p style="text-align: center;">Recruitment</p> 	<p style="text-align: center;">Why Do It?</p> <p><i>'Quantity has a certain quality all of its own' Marshal Zhukov</i></p> <p><i>'Without the numbers the boss wouldn't even sit down and listen' Union delegate anywhere on planet Earth</i></p>
<p style="text-align: center;">How To Do It?</p> <p style="text-align: center;">R I B P A N</p>	<p style="text-align: center;">RIPBAN</p> <ul style="list-style-type: none"> • Rapport: • Issues: • Benefits: • Proof: • Ask: • Negotiate: <p><i>Be systematic in following up: no one else will do it if you don't!</i></p>
<p style="text-align: center;">Proof</p> <p>Remember everyone is tuned into WII FM 'What's In It For Me'</p> <p>We do three things:</p> <p>Pay</p> <p>Protection</p> <p>Savings</p>	<p style="text-align: center;">ASK!</p> <p>Always be closing</p> <p>Soft close</p> <p>Hard close</p>

APPENDIX F

Rail & Maritime Transport Union
19th Conference, 14th – 16th October
2014, Wellington

ITF Asia/Pacific Region 2015-2018 Priorities

MEMORANDUM



ITF Asia/Pacific Priorities

- Four 'levers' to influence prioritisation of ITF activities:
 1. Hubs & corridors
 2. Geographic shift
 3. Industry lead companies
 4. Mobilising mass membership
- Three classifications of projects/campaigns:
 1. Strengthening the ITF family
 2. Organising
 3. Challenging liberalisation & defending labour standards
- Three high priority countries: Indonesia, India & Thailand
- Three secondary priority countries: Philippines, Myanmar & Vietnam



Strengthening the ITF family

- Indonesia union building:
 - Rail union development under SASK project
 - Expand civil aviation organising beyond Garuda
 - 2 dockers affiliates but stevedores unorganised
- Myanmar union building:
 - Initially seafarers then rail, dockers, inland navigation, fisheries, civil aviation & road transport – more later
- Vietnam relationship development:
 - Sector union involvement in activities & joint campaigns



Organising

- India dedicated freight corridors:
 - Western corridor – Mumbai-Delhi
 - Eastern corridor – Kolkata-Ludhiana
- India metro/urban transport (UT) organising:
 - Chennai UT & Delhi metro research, project planning & organiser training
- DHL: Continuation of organising campaign
- Thai private sector organising:
 - Laem Cabang port mapping & continue to expand existing affiliates & organise new groups
- Philippines organising:
 - Mapping civil aviation, urban/road transport & dockers



Challenging liberalisation & defending labour standards

- ASEAN engagement:
 - Assess benefits of ITF joining ASEAN Services Employees Trade Union Council (ASETUC)
 - Research impact of ASEAN common market on transport sector workers



Myanmar (Burma)

- 2011 - labour law allows for 'labour organisations' within pyramid structure
- 2013 - 898 registered labour organisations'
- 47 registered transport unions - 18 dockers, 14 road, 10 fishery/waterways, 3 rail, 2 seafarer federations
- No registered national centres, FTUM, AFFM & MTUF most representative
- FTUM – 40 transport affiliates, majority registered
- FTUM - sector federation structure including Myanmar Transport & Logistics Trade Union Federation (MT<UF)



Recent developments

- 2014 - April ITF affiliate SUB/MMTU suspended
- Independent Federation of Myanmar Seafarers (IFOMS) formed May 2014 with ITF support
- Opposed by SUB/MMTU & 2 registered seafarer federations MSF & MMWF
- FTUM will become CTUM in November Congress
- MT<UF members elected 4 SUB/MMTU reps
- 11th & 12th October 7 rail unions formed their federation



Rail unions

1	Insein Locomotive Shed of Myanmar Railways Factory Workers' Organization	270	Yangon	Insein
2	Myitnge Passenger coach and Freight Coach Factory Workers' Organization	399	Mandalay	Myitnge
3	Ywar Htaung Locomotive Shed of Myanmar Railways Factory Workers' Union	349	Sagaing	Siedrai
4	Tharzi Locomotive Shed of Myanmar Railways Factory Workers Organization	63	Mandalay	Tharzi
5	Mawlamyine Locomotive Shed of Myanmar Railways Factory Workers' Organization	158	Mon State	Mawlamyine
6	Mottama Locomotive Basic Workers' Organization	83	Mon State	Paung
7	Mangalar Taung Nyunt Locomotive Basic Workers Organization	45	Yangon	Mangalar Taung Nyunt

APPENDIX G

UNION BUSTING

Restrict the access of union organisers to the worksite.	Break up collective agreements into enterprise agreements.	Remove union notice boards.
Outsource and contract out.	Get rid of union literature in the workplace.	Target delegates and active union members for disciplinary action.
Buy off the supervisors and use them to attack the union.	Restrict and/or prevent union meetings.	Create 'yellow' or company unions.
Tie up the union in litigation.	Internal propaganda campaign fostering identification with 'company values'.	Ban union clothing and regalia.
Offer individual agreements on better terms than Collective Agreement.	Employ temporary staff through employment agencies or on rolling fixed term agreements.	Grandfather terms and conditions to divide long serving employees from new people.

Increase the number of casual workers.	Stop or restrict union education.	Encourage supervisors and managers to share amenities with workers.
By-pass union delegates and officials when communicating with workers.	Provoke disputes and industrial action.	Sideline union on matters such as health & safety, superannuation trusts, company welfare schemes.
	Engage in 'sham consultation' and blame union for actions that disadvantage workers.	

APPENDIX H

**Rail & Maritime Transport Union Incorporated
Financial Statements
For the Year Ended 30 June 2013**



Crowe Horwath
New Zealand Audit Partnership
Member Crowe Horwath International

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45 Knights Road, Lower Hutt
Wellington 5010 New Zealand
PO Box 30568, Lower Hutt
Wellington 5040 New Zealand
Tel +64 4 569 9069
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www.crowehorwath.co.nz

INDEPENDENT AUDITOR'S REPORT

To the Members of Rail & Maritime Transport Union Incorporated

Report on the Financial Statements

We have audited the financial statements of Rail & Maritime Transport Union Incorporated (the "Society") which comprise the statement of financial position as at 30 June 2013, the statements of financial performance, and statement of movements in members' funds for the year then ended, and a summary of significant accounting policies and other explanatory information.

National Management Committee's Responsibility for the Financial Statements

The National Management Committee is responsible for the preparation and fair presentation of these financial statements in accordance with generally accepted accounting practice in New Zealand; and for such internal control as the National Management Committee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing (New Zealand). Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Society's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates, as well as evaluating the presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Our firm provides other assignments on behalf of the Society in the area of providing taxation services; we have no other relationship with, or interests in, the Society.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the statement of financial position as at 30 June 2013, the statements of financial performance, and statement of movements in members' funds for the year then ended in accordance with generally accepted accounting practice in New Zealand.

A handwritten signature in blue ink that reads "Crowe Horwath".

Crowe Horwath New Zealand Audit Partnership
CHARTERED ACCOUNTANTS
11 September 2013

Crowe Horwath New Zealand Audit Partnership is a member of Crowe Horwath International, a Swiss Verein. Each member firm of Crowe Horwath is a separate and independent legal entity.

**Rail & Maritime Transport Union Inc
Statement of Financial Performance
For the Year Ended 30 June 2013**

INCOME	Note	2013	2012
		\$	\$
Interest Received		108,117	101,809
LE Superannuation Trust Fund		33,230	34,215
NZ Harbours Super Fund Admin		11,185	11,454
Subscriptions - Union Fees		1,537,449	1,554,874
Subscriptions - Strike Fund		44,057	44,800
Subscriptions - Solidarity Levy		14,474	-
Profit on Sale of Assets		-	496
Shared Use of Premises Income		20,332	19,892
		1,768,845	1,767,539
EXPENDITURE			
Administration: General			
Affiliation Fees		34,539	34,031
Audit Fees		7,700	7,500
Bank & Account Fees		1,284	1,606
Cleaning		4,736	5,005
Communications		26,295	27,425
Conferences & Seminars		34,961	33,692
CTU Conferences & Seminars		24,310	8,668
Depreciation		39,161	37,173
Donations		6,057	38,341
Electricity		4,314	4,332
E W File Scholarship		3,000	3,000
Funeral Benefit & Expenses		12,050	7,361
General Expenses		4,180	4,573
Insurance		12,124	12,559
Interest		-	495
International Transport Workers' Federation		25,499	4,484
Legal Expenses		3,211	14,057
Loss on Sale of Assets		3,802	-
National Conference Expenses		29,531	40,429
NMC Expenses		16,075	18,550
Overseas Unions		22,179	25,810
Postage & Couriers		16,189	6,041
Printing & Photocopying		49,340	44,424
Professional Fees		5,496	355
Publications & Subscriptions		6,354	3,395
Rental		55,057	54,696
Repairs & Maintenance		26,443	23,317
Security		966	1,003
Social Expenses		3,723	2,463
Stationery & Equipment		20,472	16,363
Union Magazine		39,722	35,637
		538,769	516,783

The accompanying notes form part of, and are to be read in conjunction with these financial statements.



Rail & Maritime Transport Union Inc
Statement of Financial Performance (cont.)
For the Year Ended 30 June 2013

	Note	2013 \$	2012 \$
Administration: Staff			
ACC Levies		2,556	2,976
Fringe Benefit Tax		11,846	10,932
Motor Vehicle Expenses		59,951	53,354
Salaries		611,125	622,107
Staff Education & Training		10,782	5,263
Staff Leave		(12,249)	784
Staff Selection Expenses		6,204	-
Superannuation		54,648	54,360
		744,862	749,775
Administration: Industrial			
ACC Member Services		27,352	22,507
Branch Capitation & Expenses		51,357	47,525
Branch Visits		32,168	25,015
Campaigns & Special Projects		26,011	34,218
Contract Negotiations: Ports		29,396	6,612
Contract Negotiations: Rail		19,095	29,939
Delegates' Training		4,515	7,567
Industrial Councils		724	1,028
Labour Party Affiliates Meetings		4,260	599
Personal Grievances & Comp		41,372	91,506
Rail Safety Management		27,201	11,481
Workers' Memorial Day		2,269	1,869
		265,720	279,865
Total Expenditure		1,549,352	1,546,422
Transfer to Strike Fund	10	44,057	44,800
Transfer to Solidarity Levy	10	14,474	-
		160,962	176,318
National Office Net Surplus before Tax			
		127,250	106,074
Branch Net Surplus before Tax			
Provision for Taxation	2	32,744	29,199
Prior Year Tax Adjustment		(2,315)	-
Net Surplus for Year		\$ 257,782	\$ 253,192

The accompanying notes form part of, and are to be read in conjunction with these financial statements.



**Rail & Maritime Transport Union Inc
Branch Statement of Financial Performance
For the Year Ended 30 June 2013**

INCOME	2013	2012
	\$	\$
Branch Honoraria from NO	37,268	33,473
Dividends Received	18,255	12,898
Interest Received	11,832	11,340
Local Branch Fee	56,650	56,674
Sundry Income	100	-
	124,104	114,385
EXPENDITURE		
Administration: General		
Bank Fees	37	65
Cleaning	1,832	1,536
Communications	1,488	2,299
Conferences & Seminars	18,267	3,457
Depreciation	1,633	1,186
Donations	2,229	12,058
Donations/Payments re Christchurch Earthquake	400	971
Funeral Expenses	1,059	96
General Expenses	634	562
Farewell Expenses	500	-
Legal Expenses	-	425
National Conference Expenses	6,903	8,313
Meeting Expenses	5,530	5,531
Postage & Couriers	1,123	701
Printing & Photocopying	287	516
Publications & Subscriptions	399	165
Rental	(196)	-
Railways Welfare Subscriptions	1,280	1,220
Repairs & Maintenance	2,441	2,215
Social Expenses	3,745	4,825
Stationery & Equipment	10,367	6,230
Welfare Payments	918	783
	60,878	53,156
Administration: Staff		
Salary Reimbursement to NO	15,146	15,234
	15,146	15,234



The accompanying notes form part of, and are to be read in conjunction with these financial statements.

Rail & Maritime Transport Union Inc
Branch Statement of Financial Performance (cont.)
For the Year Ended 30 June 2013

	2013	2012
	\$	\$
Administration: Industrial		
Honoraria & Expenses	21,185	21,935
Campaigns & Special Projects	-	1,350
Collective Agreement Negotiations	803	158
Delegates' Training	235	1,560
Restructuring Expenses	6,750	-
Workers' Memorial Day	1,037	501
	<hr/> 30,010	<hr/> 25,504
Total Expenditure	106,034	93,895
Unrealised Loss/(Gain) on Shares	(109,180)	(85,584)
	<hr/> (3,146)	<hr/> 8,311
Branch Net Surplus / (Deficit) before Tax	\$ 127,250	\$ 106,074



The accompanying notes form part of, and are to be read in conjunction with these financial statements.

**Rail & Maritime Transport Union Inc
Statement of Movements in Members' Funds
For the Year Ended 30 June 2013**

	Note	2013 \$	2012 \$
Opening Accumulated Funds		3,361,739	3,063,748
Plus Strike Fund		44,057	44,800
Plus Solidarity Levy		14,474	-
Plus Surplus		257,782	253,192
TOTAL MEMBERS' FUNDS	10 \$	3,678,052	\$ 3,361,739



The accompanying notes form part of, and are to be read in conjunction with these financial statements.

Rail & Maritime Transport Union Inc
Statement of Financial Position
As At 30 June 2013

	Note	2013	2012
CURRENT ASSETS		\$	\$
Bank Accounts	5	725,499	593,460
Accounts Receivable	3	39,687	19,820
Interest Accrued	4	39,880	24,508
Tax Refund Due	2	-	1,047
Total Current Assets		805,066	638,834
NON CURRENT ASSETS			
Fixed Assets	6	144,078	166,270
Investments	7	2,921,405	2,767,819
Total Non Current Assets		3,065,484	2,934,089
Total Assets		\$ 3,870,549	\$ 3,572,923
CURRENT LIABILITIES			
Accounts Payable	8	102,646	104,586
GST Payable		22,796	24,789
Konemu Provision		6,452	9,677
Provision for Leave		53,532	65,781
LE Reunion Trust Fund		6,350	6,350
Taxation Payable	2	721	-
Total Current Liabilities		192,497	211,184
NET ASSETS		\$ 3,678,052	\$ 3,361,739
Represented by:			
MEMBERS' FUNDS	10	\$ 3,678,052	\$ 3,361,739

Signed on behalf of the National Management Committee


 General Secretary

11 September 2013


 National President

11 September 2013



The accompanying notes form part of, and are to be read in conjunction with these financial statements.

Rail & Maritime Transport Union Inc **Notes to the Financial Statements** **For the Year Ended 30 June 2013**

1. STATEMENT OF ACCOUNTING POLICIES

Reporting Entity

The Rail & Maritime Transport Union (the Society) is incorporated under the Incorporated Societies Act 1908. The financial position and performance of the Society includes the activities of its Branches established and operated in accordance with its Rules.

Differential Reporting

The entity qualifies for Differential Reporting as it is not publicly accountable, and it is not a large entity. Accordingly, advantage has been taken of all differential reporting exemptions.

The financial statements have been prepared in accordance with NZ GAAP.

Measurement Base

The general accounting policies recognised as appropriate for the measurement of results, and financial position have been followed in the preparation of these financial statements. The historical cost method, as modified for the revaluation of certain assets, has been followed.

Particular Accounting Policies

The particular accounting policies which materially affect the measurement of results, and financial position have been applied as follows:-

Accounts Receivable

Accounts receivable are stated at expected realisable value.

Fixed Assets

Fixed Assets are stated at cost less accumulated depreciation.

Leasehold Alterations	6.5-13.5% S.L.
Motor Vehicles	18.0% S.L.
Office Furniture and Equipment	8.0-40.0% S.L.

Goods and Services Tax

The Statement of Financial Performance has been prepared so that all components are stated exclusive of GST. All items in the Statement of Financial Position are stated net of GST, with the exception of accounts receivable and accounts payable, which include GST invoiced.

Valuation of Investments

Investments are valued at market value. Changes in market value are taken to the Statement of Financial Performance.

Operating Leases

Operating lease payments have been included as expenses in the Statement of Financial Performance in the period in which they are incurred.

Finance Leases

Assets acquired by way of finance lease are stated initially at an amount equal to the present value of the future minimum lease payments, and are depreciated as assets. The interest expense component of finance lease payments is recognised in the Statement of Financial Performance using the effective interest rate method.



**Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30 June 2013**

1. STATEMENT OF ACCOUNTING POLICIES (Continued)

Taxation

All non-member income including investment income is taxable for income tax purposes. The Union receives a \$1,000 exemption from income.

The income tax expense recognised in the Statement of Financial Performance is the estimated income tax payable in the current year, adjusted for any differences between the estimated and actual income tax payable in prior years.

	2013 \$	2012 \$
2. <u>TAXATION</u>		
Interest & Dividends Received: National Office	108,117	101,809
Interest & Dividends Received: Branches	37,709	29,755
Sundry Income	-	-
Less: \$1,000 exemption	(1,000)	(1,000)
Allowable Deductions	(659)	(6,578)
Taxable Income	144,167	123,986
 Tax on Taxable Income	 40,367	 34,716
Less: Imputation Credits	(7,623)	(5,517)
	32,744	29,199
 Tax Due:		
being National Office	24,277	22,595
being Branches	8,467	6,604
	32,744	29,199
 Less: Taxation Paid (incl: RWT & Provisional Tax)	 (32,023)	 (30,246)
Taxation Payable / (Refund Due)	721	(1,047)
 3. <u>ACCOUNTS RECEIVABLE</u>		
Accounts Receivable consists of:		
National Office Receivables	34,310	15,161
Branch Receivables	5,377	4,659
	39,687	19,820
 4. <u>INTEREST ACCRUED</u>		
Interest Accrued consists of:		
National Office Accruals	34,571	22,720
Branch Accruals	5,309	1,788
	39,880	24,508



**Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30 June 2013**

	2013 \$	2012 \$
5. <u>BANK</u>		
Bank Consists of:		
Bank of New Zealand Current Account	71,957	72,454
Branch Bank of New Zealand Accounts	195,153	169,851
Credit Union Baywide	340,000	240,192
Westforce Credit Union	13,491	13,166
Bank of New Zealand Call Account	94,539	87,779
Branch Bank of New Zealand Call Account	9,779	9,678
Petty Cash	579	340
	<u>725,499</u>	<u>593,460</u>
6. <u>FIXED ASSETS</u>		
Leasehold Alterations	64,413	64,413
Less: Accumulated Depreciation	11,978	6,984
Book Value	<u>52,435</u>	<u>57,429</u>
Motor Vehicles	93,788	96,880
Less: Accumulated Depreciation	34,661	29,649
Book Value	<u>59,127</u>	<u>67,231</u>
Office Furniture & Equipment	88,977	104,927
Less: Accumulated Depreciation	56,461	63,317
Book Value	<u>32,517</u>	<u>41,610</u>
TOTAL FIXED ASSETS	247,178	266,220
Less: Accumulated Depreciation	103,100	99,950
	<u>144,078</u>	<u>166,270</u>
7. <u>INVESTMENTS</u>		
Investments consist of:		
BNZ Legal Reserve Account	400,000	400,000
BNZ Term Deposit	412,494	400,000
BNZ Term Deposits - Branches	230,525	169,145
KiwiBank - Term Deposit	203,223	197,000
The Co-operative Bank Term Investment	1,138,763	1,104,454
Westpac Term Deposit	-	70,000
Auckland International Airport Common Stock	18,176	14,933
Northland Port Corporation Common Stock	11,040	8,000
Port of Tauranga Shares	507,183	404,287
	<u>2,921,405</u>	<u>2,767,819</u>
8. <u>ACCOUNTS PAYABLE</u>		
Accounts Payable consists of:		
National Office Payables	91,773	102,469
Branch Payables	10,873	2,117
	<u>102,646</u>	<u>104,586</u>



Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30 June 2013

	2013 \$	2012 \$
9. FINANCIAL INSTRUMENTS		
The carrying amount of all material assets and liabilities are considered to be equivalent to their fair value. The union has no off balance sheet financial instruments. Financial instruments which potentially subject the union to credit risk consist of cash, deposits and debtors. The union places its cash and deposits with financial institutions of high credit worthiness to minimise its exposure to significant concentrations of credit risk. All cash and deposits are with BNZ, The Co-operative Bank and local Credit Unions. The union has no exposure to foreign currency risk.		
10. MEMBERS' FUNDS		
Members funds consist of:		
National Office Opening Balance	1,830,721	1,683,602
Plus: Surplus	130,532	147,119
Closing Balance	1,961,253	1,830,721
Branch Opening Balance	895,095	789,021
Plus: Transfer from Christchurch Earthquake Reserve	14,285	
Plus: Surplus	127,250	106,074
Closing Balance	1,036,630	895,095
Legal Expenses Fund	400,000	400,000
Strike Fund Opening Balance	221,639	176,839
Plus: Surplus	44,057	44,800
	265,696	221,639
Christchurch Earthquake Reserve Opening Balance	14,285	14,285
Less: Transfer to Branch	14,285	-
	-	14,285
Solidarity Levy Opening Balance	-	-
Plus: Surplus	14,474	-
	14,474	-
Total	3,678,052	3,361,739

11. OPERATING LEASE COMMITMENT

Lease agreement between the Union and Ricoh Finance regarding one Ricoh Printer. Commitments under operating lease in respect of rentals due to be made in the following years.

Lease outstanding at balance date:		
Current Liabilities	26,040	26,040
Non Current Liabilities	23,870	49,910
	49,910	75,950



**Rail & Maritime Transport Union Incorporated
Financial Statements
For the Year Ended 30 June 2014**



Crowe Horwath
New Zealand Audit Partnership
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INDEPENDENT AUDITOR'S REPORT

To the readers of the financial statements of Rail and Maritime Transport Union Incorporated

Report on the Financial Statements

We have audited the financial statements of Rail and Maritime Transport Union (the "Society"), on pages 1 to 10, which comprise the statement of financial position as at 30 June 2014, the statement of financial performance and statement of movement in members' funds for the year then ended, and a summary of significant accounting policies and other explanatory information.

National Management Committee' Responsibility for the Financial Statements

The committee members are responsible for the preparation and fair presentation of these financial statements in accordance with generally accepted accounting practice in New Zealand and for such internal control as the committee members determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing (New Zealand). Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates, as well as evaluating the presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Our firm provides other assignments on behalf of the Society in the area of providing taxation services; we have no other relationship with, or interests in, the Society.

Opinion

In our opinion, the financial statements on pages 1 to 10 present fairly, in all material respects, the financial position of the Society as at 30 June 2014 and its financial performance for the year then ended in accordance with generally accepted accounting practice in New Zealand.

A handwritten signature in blue ink that reads "Crowe Horwath".

Crowe Horwath New Zealand Audit Partnership
CHARTERED ACCOUNTANTS
10 September 2014



**Rail & Maritime Transport Union Inc
Statement of Financial Performance
For the Year Ended 30 June 2014**

INCOME	Note	2014	2013
		\$	\$
Interest Received		110,283	108,117
LE Superannuation Trust Fund Administration		33,431	33,230
NZ Harbours Super Fund Administration		10,944	11,185
Subscriptions - Union Fees		1,546,723	1,537,449
Subscriptions - Strike Fund		44,278	44,057
Subscriptions - Solidarity Levy		22,176	14,474
Profit on Sale of Assets		556	-
Shared Use of Premises Income		20,350	20,332
		<u>1,788,741</u>	<u>1,768,845</u>
EXPENDITURE			
Administration: General			
Affiliation Fees		40,466	34,539
Audit Fees		7,900	7,700
Bank & Account Fees		1,270	1,284
Cleaning		3,950	4,736
Communications		20,961	26,295
Conferences & Seminars		17,080	34,961
CTU Conferences & Seminars		13,210	24,310
Depreciation		37,162	39,161
Donations		5,576	6,057
Electricity		4,604	4,314
E W File Scholarship		3,000	3,000
Funeral Benefit & Expenses		3,174	12,050
General Expenses		3,916	4,180
Insurance		12,651	12,124
International Transport Workers' Federation		29,986	25,499
Legal Expenses		4,026	3,211
National Conference Expenses		25,874	29,531
NMC Expenses		16,899	16,075
Overseas Unions		4,283	22,179
Postage & Couriers		7,810	16,189
Printing & Photocopying		45,973	49,340
Professional Fees		2,645	5,496
Loss on Sale of Assets		814	3,802
Publications & Subscriptions		2,471	6,354
Rental		59,377	55,057
Repairs & Maintenance		19,570	26,443
Security		1,803	966
Social Expenses		3,271	3,723
Stationery & Equipment		15,021	20,472
Union Magazine		37,471	39,722
		<u>452,214</u>	<u>538,769</u>

The accompanying notes form part of, and are to be read in conjunction with these financial statements.



**Rail & Maritime Transport Union Inc
Statement of Financial Performance (cont.)
For the Year Ended 30 June 2014**

	Note	2014 \$	2013 \$
Administration: Staff			
ACC Levies		2,538	2,556
Fringe Benefit Tax		11,866	11,846
Motor Vehicle Expenses		60,858	59,951
Salaries		609,965	611,125
Staff Education & Training		7,118	10,782
Staff Leave		750	(12,249)
Staff Selection Expenses		-	6,204
Superannuation		51,648	54,648
		744,743	744,862
Administration: Industrial			
ACC Member Services		11,889	27,352
Branch Capitation & Expenses		54,892	51,357
Branch Visits		29,109	32,168
Campaigns & Special Projects		11,879	26,011
Contract Negotiations: Ports		21,252	29,396
Contract Negotiations: Rail		24,190	19,095
Delegates' Training		11,644	4,515
Industrial Councils		1,760	724
Labour Party Affiliates Meetings		6,295	4,260
Personal Grievances & Comp		63,088	41,372
Rail Safety Management		43,013	27,201
Workers' Memorial Day		3,810	2,269
		282,821	265,720
Total Expenditure		1,479,778	1,549,352
Transfer to Strike Fund		44,278	44,057
Transfer to Solidarity Levy		22,176	14,474
National Office Net Surplus before Tax		242,509	160,962
Branch Net Surplus before Tax		109,490	127,250
Provision for Taxation	2	33,196	32,744
Prior Year Tax Adjustment	2	-	(2,315)
Net Surplus for Year		\$ 318,803	\$ 257,782

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The accompanying notes form part of, and are to be read in conjunction with these financial statements.



**Rail & Maritime Transport Union Inc
Branch Statement of Financial Performance
For the Year Ended 30 June 2014**

INCOME	2014	2013
	\$	\$
Branch Honoraria from NO	38,716	37,268
Dividends Received	17,952	18,255
Interest Received	11,200	11,832
Local Branch Fee	60,177	56,650
Sundry Income	-	100
	128,045	124,104
EXPENDITURE		
Administration: General		
Bank Fees	16	37
Cleaning	2,162	1,832
Communications	2,076	1,488
Conferences & Seminars	1,276	18,267
Depreciation	1,723	1,633
Donations	7,934	2,229
Donations/Payments re Christchurch Earthquake	-	400
Branch Scholarships	1,200	-
Funeral Expenses	169	1,059
General Expenses	126	634
Farewell Expenses	-	500
Legal Expenses	500	-
National Conference Expenses	-	6,903
Meeting Expenses	10,182	5,530
Postage & Couriers	1,352	1,123
Printing & Photocopying	44	287
Publications & Subscriptions	40	399
Rental	-	(196)
Railways Welfare Subscriptions	1,090	1,280
Repairs & Maintenance	607	2,441
Social Expenses	5,585	3,745
Spirit of Adventure Sponsorship	1,950	-
Stationery & Equipment	3,956	10,367
Welfare Payments	841	918
	42,829	60,878
Administration: Staff		
Salary Reimbursement to NO	15,525	15,146
	15,525	15,146

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The accompanying notes form part of, and are to be read in conjunction with these financial statements.

Rail & Maritime Transport Union Inc
Branch Statement of Financial Performance (cont.)
For the Year Ended 30 June 2014



	2014	2013
	\$	\$
Administration: Industrial		
Honoraria & Expenses	20,540	21,185
Campaigns & Special Projects	(779)	-
Collective Agreement Negotiations	252	803
Delegates' Training	439	235
Restructuring Expenses	-	6,750
Workers' Memorial Day	932	1,037
	<hr/> 21,384	<hr/> 30,010
Total Expenditure	79,738	106,034
Unrealised Loss/(Gain) on Shares	(61,183)	(109,180)
	<hr/> 18,555	<hr/> (3,146)
Branch Net Surplus / (Deficit) before Tax	\$ 109,490	\$ 127,250
	<hr/> <hr/>	<hr/> <hr/>

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The accompanying notes form part of, and are to be read in conjunction with these financial statements.

**Rail & Maritime Transport Union Inc
Statement of Movements in Members' Funds
For the Year Ended 30 June 2014**



	Note	2014 \$	2013 \$
Opening Accumulated Funds		3,678,052	3,361,739
Plus Strike Fund		44,278	44,057
Plus Solidarity Levy		22,176	14,474
Plus Surplus		318,803	257,782
TOTAL MEMBERS' FUNDS	10	\$ 4,063,310	\$ 3,678,052

The accompanying notes form part of, and are to be read in conjunction with these financial statements.

Handwritten signature



Rail & Maritime Transport Union Inc
Statement of Financial Position
As At 30 June 2014

	Note	2014	2013
		\$	\$
CURRENT ASSETS			
Bank Accounts	5	339,899	372,007
Accounts Receivable	3	34,872	39,687
Interest Accrued	4	49,842	39,880
Tax Refund Due	2	1,595	-
Total Current Assets		426,208	451,574
NON CURRENT ASSETS			
Fixed Assets	6	151,217	144,078
Investments	7	3,669,344	3,274,897
Total Non Current Assets		3,820,561	3,418,975
Total Assets		\$ 4,246,769	\$ 3,870,549
CURRENT LIABILITIES			
Accounts Payable	8	93,356	102,646
GST Payable		22,519	22,796
Konemu Provision		6,452	6,452
Provision for Leave		54,282	53,532
LE Reunion Trust Fund		6,850	6,350
Taxation Payable	2	-	721
Total Current Liabilities		183,460	192,497
NON CURRENT LIABILITIES			
Finance Leases		-	-
Total Non Current Liabilities		-	-
NET ASSETS		\$ 4,063,310	\$ 3,678,052
Represented by:			
MEMBERS' FUNDS	10	\$ 4,063,310	\$ 3,678,052

Signed on behalf of the National Management Committee


 General Secretary

10 Sept 14
 Date


 National President

14/09/14
 Date

The accompanying notes form part of, and are to be read in conjunction with these financial statements.

Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30 June 2014



1. STATEMENT OF ACCOUNTING POLICIES

Reporting Entity

The Rail & Maritime Transport Union is incorporated under the Incorporated Societies Act 1908.

Differential Reporting

The entity qualifies for Differential Reporting as it is not publicly accountable, and it is not a large entity. Accordingly, advantage has been taken of all differential reporting exemptions.

The financial statements have been prepared in accordance with NZ GAAP.

Measurement Base

The general accounting policies recognised as appropriate for the measurement of results, and financial position have been followed in the preparation of these financial statements. The historical cost method, as modified for the revaluation of certain assets, has been followed.

Particular Accounting Policies

The particular accounting policies which materially affect the measurement of results, and financial position have been applied as follows:-

Accounts Receivable

Accounts receivable are stated at expected realisable value.

Fixed Assets

Fixed Assets are stated at cost less accumulated depreciation.

Leasehold Alterations	6.5-13.5% S.L.
Motor Vehicles	18.0% S.L.
Office Furniture and Equipment	8.0-40.0% S.L.

Goods and Services Tax

The Statement of Financial Performance has been prepared so that all components are stated exclusive of GST. All items in the Statement of Financial Position are stated net of GST, with the exception of accounts receivable and accounts payable, which include GST invoiced.

Valuation of Investments

Investments are valued at market value. Changes in market value are taken to the Statement of Financial Performance.

Operating Leases

Operating lease payments have been included as expenses in the Statement of Financial Performance in the period in which they are incurred.

Finance Leases

Assets acquired by way of finance lease are stated initially at an amount equal to the present value of the future minimum lease payments, and are depreciated as assets. The interest expense component of finance lease payments is recognised in the Statement of Financial Performance using the effective interest rate method.

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Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30 June 2014



1. **STATEMENT OF ACCOUNTING POLICIES (Continued)**

Taxation

All non-member income including investment income is taxable for income tax purposes. The Union receives a \$1,000 exemption from income.

The income tax expense recognised in the Statement of Financial Performance is the estimated income tax payable in the current year, adjusted for any differences between the estimated and actual income tax payable in prior years.

	2014 \$	2013 \$
2. TAXATION		
Interest & Dividends Received: National Office	110,283	108,117
Interest & Dividends Received: Branches	36,623	37,709
Sundry Income	-	-
Less: \$1,000 exemption	(1,000)	(1,000)
Allowable Deductions	(699)	(659)
Taxable Income	145,208	144,167
Tax on Taxable Income	40,667	40,367
Less: Imputation Credits	(7,472)	(7,623)
	33,195	32,744
Tax Due:		
being National Office	24,882	24,277
being Branches	8,313	8,467
	33,195	32,744
Less: Taxation Paid (Incl: RWT & Provisional Tax)	(34,791)	(32,023)
Taxation Payable / (Refund Due)	(1,596)	721
3. ACCOUNTS RECEIVABLE		
Accounts Receivable consists of:		
National Office Receivables	28,787	34,310
Branch Receivables	6,085	5,377
	34,872	39,687
4. INTEREST ACCRUED		
Interest Accrued consists of:		
National Office Accruals	42,654	34,571
Branch Accruals	7,189	5,309
	49,842	39,880

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Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30 June 2014



	2014 \$	2013 \$
5. <u>BANK</u>		
Bank Consists of:		
Bank of NZ - Call Account	85,189	94,539
Bank of NZ - Call Account - Nelson Branch	9,883	9,779
Bank of NZ - Current Account	39,321	71,957
Bank of NZ - Current Accounts - Branches	204,677	195,153
Westforce Credit Union - Savings Account	235	-
Petty Cash	592	579
	<u>339,899</u>	<u>372,007</u>
6. <u>FIXED ASSETS</u>		
Leasehold Alterations	64,413	64,413
Less: Accumulated Depreciation	16,972	11,978
Book Value	<u>47,441</u>	<u>52,435</u>
Motor Vehicles	99,478	93,788
Less: Accumulated Depreciation	21,738	34,661
Book Value	<u>77,740</u>	<u>59,127</u>
Office Furniture & Equipment	96,667	88,977
Less: Accumulated Depreciation	70,632	56,461
Book Value	<u>26,035</u>	<u>32,516</u>
TOTAL FIXED ASSETS	260,558	247,178
Less: Accumulated Depreciation	109,342	103,100
	<u>151,217</u>	<u>144,078</u>
7. <u>INVESTMENTS</u>		
Investments consist of:		
BNZ - Legal Reserve Account	400,000	400,000
BNZ - Term Deposits	575,488	412,494
BNZ - Term Deposits - Branches	256,988	230,525
Credit Union Baywide - Term Investments	452,400	340,000
KiwiBank - Term Deposit	203,223	203,223
The Co-operative Bank - Term Investment	1,172,151	1,138,763
Westforce Credit Union - Term Investment	13,611	13,491
Auckland International Airport Common Stock	19,664	18,176
Northland Port Corporation Common Stock	12,080	11,040
Port of Tauranga Shares	563,740	507,183
	<u>3,669,344</u>	<u>3,274,897</u>
8. <u>ACCOUNTS PAYABLE</u>		
Accounts Payable consists of:		
National Office Payables	92,718	91,773
Branch Payables	638	10,873
	<u>93,356</u>	<u>102,646</u>

**Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30 June 2014**



	2014 \$	2013 \$
9. FINANCIAL INSTRUMENTS		
The carrying amount of all material assets and liabilities are considered to be equivalent to their fair value. The union has no off balance sheet financial instruments. Financial instruments which potentially subject the union to credit risk consist of cash, deposits and debtors. The union places its cash and deposits with financial institutions of high credit worthiness to minimise its exposure to significant concentrations of credit risk. All cash and deposits are with BNZ, The Co-operative Bank and local Credit Unions. The union has no exposure to foreign currency risk.		
10. MEMBERS' FUNDS		
Members funds consist of:		
National Office Opening Balance	1,961,253	1,830,721
Plus: Surplus	209,313	130,532
Closing Balance	2,170,565	1,961,253
Branch Opening Balance	1,036,629	909,379
Plus: Surplus	109,490	127,250
Closing Balance	1,146,119	1,036,629
Legal Expenses Fund	400,000	400,000
Strike Fund Opening Balance	265,697	221,640
Plus: Surplus	44,278	44,057
	309,975	265,697
Solidarity Levy Opening Balance	14,474	-
Plus: Surplus	22,176	14,474
	36,651	14,474
Total	4,063,310	3,678,052

11. OPERATING LEASE COMMITMENT

Lease agreement between the Union and Ricoh Finance regarding one Ricoh Printer. Commitments under operating lease in respect of rentals due to be made in the following years.

Lease outstanding at balance date:		
Current Liabilities	23,870	26,040
Non Current Liabilities	-	23,870
	23,870	49,910

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APPENDIX I**Budget to 30 June 2015**

		Actual @ 30/06/2014	Budget @ 30/06/2015	Budget @ 30/06/2014
Income				
Interest Received (gross)	4130	110,283.11	122,379.10	105,787.36
LE Superannuation Trust Fund Administration	4140	33,430.60	33,000.00	33,500.00
NZ Harbours Super Fund Administration	4160	10,944.15	11,000.00	10,500.00
Subscriptions - Union Fees	4180	1,546,722.70	1,577,718.24	1,518,688.72
Subscriptions - Strike Fund	4181	44,278.19	45,611.92	43,856.28
Subscriptions - Solidarity Levy	4182	22,176.45	23,387.92	22,112.56
Shared Use of Premises Income				
(Actual Printing Costs charged Now – See 5400)	4195	20,350.17	15,606.00	
Sundry Income	4200	0.00	100.00	100.00
		1,788,185.37	1,828,803.18	1,755,610.68
Expenditure				
Administration				
Affiliation Fees	5120	40,466.29	42,187.40	35,507.30
Audit Fees	5130	7,900.00	7,900.00	7,700.00
Bank Charges	5140	1,270.26	1,400.00	1,348.70
Cleaning	5150	3,950.06	4,040.00	3,198.00
Communications	5170	20,960.84	23,400.00	28,000.00
Conferences & Seminars	5180	17,080.45	39,000.00	35,000.00
CTU Conferences & Seminars	5190	13,210.49	15,000.00	25,000.00
Depreciation: Office Furniture & Equipment	5200	15,672.50	14,135.16	20,060.48
Depreciation: Leasehold Alterations	5210	3,882.36	3,882.35	3,882.36
Depreciation: Motor Vehicles	5220	17,606.65	23,306.09	16,881.96
Donations	5230	5,575.89	41,500.00	6,000.00
Electricity	5250	4,603.67	4,879.89	4,529.22
EW File Scholarship	5260	3,000.00	3,000.00	3,000.00
Funeral Benefit	5270	3,173.92	12,000.00	12,000.00
General Expenses	5280	3,915.85	4,500.00	5,000.00
Insurance	5290	12,651.13	14,000.00	13,000.00
International Transport Workers' Federation	5310	29,986.07	30,000.00	28,000.00
Legal Services	5330	4,025.50	5,000.00	5,000.00
Loss on Sale of Assets	5420	257.66	0.00	0.00
National Biennial Conference Expenses	5350	25,874.45	30,000.00	
NMC Expenses	5360	16,899.44	17,000.00	14,000.00
Overseas Unions & Organisations	5380	4,282.70	15,000.00	25,000.00
Postages & P O Box Rental	5390	7,810.44	8,500.00	10,000.00
Printing	5400	45,973.09	50,000.00	50,000.00
Professional Fees	5410	2,645.00	2,000.00	1,000.00
Publications & Subscriptions	5430	2,470.55	3,000.00	4,000.00
Rental	5440	59,377.15	64,000.00	56,000.00
Repairs & Maintenance	5470	19,569.58	28,000.00	28,000.00
Security	5480	1,803.41	2,500.00	1,400.00
Social Functions	5490	3,270.69	3,500.00	2,000.00
Stationery & Equipment	5520	15,021.11	17,000.00	21,000.00
Union Journal	5530	37,470.78	40,000.00	40,000.00
		451,657.98	569,630.87	505,508.02
Staff				

Accident Compensation Levies	6110	2,537.93	2,156.59	2,660.67		
Fringe Benefit Tax	6120	11,866.30	12,069.66	11,616.14		
Motor Vehicle Expenses	6130	60,857.55	63,000.00	62,000.00		
Salaries	5140	609,964.95	678,000.00	650,000.00		
Staff Education & Training	6150	7,118.15	10,000.00	13,000.00		
Staff Leave	6160	750.17	54,282.46	53,532.29		
Superannuation	6170	51,648.16	59,651.56	52,604.82		
		744,743.21	879,160.26	845,413.92		
Industrial						
ACC Member Services	7110	11,889.08	15,000.00	28,000.00		
Branch Capitation & Expenses	7130	54,892.00	58,497.00	56,205.00		
Branch Site Visits	7140	29,109.34	35,000.00	35,000.00		
Campaigns & Special Projects (incl Greenfield sites)	7150	11,878.94	15,000.00	28,000.00		
Collective Agreement Negotiations:						
	NOM*	Expires:				
- C3 Limited	226	30/06/2012	7160-C3LTDD	3,434.81	5,000.00	500.00
- Centreport Ltd	31	9/10/2014	7160-CNTPRT	0.00	50.00	0.00
- Champion Flour Mills (Goodman Fielder)	36	31/07/2014	7160-CHAMPI	39.13	100.00	0.00
- Cityline Hutt Valley Ltd	8	6/12/2013	7160-CITYLN	31.58	100.00	100.00
- KiwiRail Ltd	2,629	30/06/2014	7160-KIWIRA	20,020.19	20,000.00	15,000.00
- Lyttelton Port of Christchurch						
- General Collective	163	7/09/2014	7160-LYTPCO	6,041.02	4,000.00	5,000.00
- Logistics Officers Collective	14	19/01/2014	7160-LYTPCO	0.00	1,000.00	0.00
- North Tugz						
- NZ Bus - GO Wellington	5	30/06/2016	7160-NZBUSS	120.94	0.00	100.00
- Orica New Zealand Ltd	22	31/03/2016	7160-ORICAC	0.00	0.00	0.00
- Port Marlborough (NZ) Ltd	42	30/06/2016	7160-PTMARL	511.44	100.00	200.00
- Port Nelson Ltd	88	29/06/2014	7160-PTNELS	1,175.53	2,000.00	100.00
- Port of Napier Ltd						
- General Collective	126	30/09/2014	7160-PTNAPR	0.00	1,000.00	100.00
- Gotwald Crane Drivers Collective	7	30/06/2015	7160-PTNAPR	0.00	0.00	0.00
- Port of Tauranga Ltd	70	31/03/2014	7160-PTTAUR	3,639.13	2,000.00	100.00
- Port Otago Ltd						
- Port Taranaki Ltd	61	9/07/2014	7160-PTTAG	0.00	100.00	100.00
- Prime Port Timaru Ltd	64	29/03/2015	7160-PTTARK	2,009.35	500.00	1,000.00
- Prime Port Timaru Ltd						
- General Collective	21	21/07/2015	7160-PTTIMR	3,392.43	500.00	1,000.00
- Prime Port Timaru Marine & Corp Services: CA	1	21/07/2015	7160-PTTIMR	0.00	0.00	0.00
- Southport + New Zealand Ltd	4	30/06/2014	7160-STHPRT	0.00	0.00	0.00
- Taieri Gorge Railway	21	5/08/2013	7160-TAEIRI	477.84	1,000.00	1,200.00
- Toll Networks						
- Transdev Auckland Ltd (formerly Veolia)	179	30/06/2014	7160-TOLLNW	876.16	1,000.00	2,000.00
- Individual Agreements	464	30/06/2015	7160-VEOLIA	2,663.73	3,000.00	2,000.00
- Honorary Members	301					
	20					
	4,611					
Council Meetings	7170	1,759.89	2,000.00	1,000.00		
Delegates' Training	7190	11,643.45	13,000.00	5,000.00		
Health & Safety Management	7240	43,012.40	50,000.00	30,000.00		
Labour Party Affiliates Meetings	7220	6,295.44	7,000.00	5,000.00		
Personal Grievances & Compliance	7230	63,088.08	70,000.00	100,000.00		
Workers' Memorial Day	7250	3,810.28	4,000.00	2,400.00		
		282,821.07	311,047.00	319,105.00		

Total Expenditure		1,479,222.26	1,759,838.13	1,670,026.94
Income Over (Expenditure) Before Tax		308,963.11	68,965.04	85,583.74
Resident Withholding Tax Paid		29,065.26	37,007.72	31,736.20
Income Over (Expenditure) After Tax		279,378.85	31,957.32	53,847.54
Provision for Capital Expenditure				
- Purchase of Assets	1740	65,348.91	36,000.00	50,000.00
		65,348.91	36,000.00	50,000.00
Income Over (Expenditure)		\$214,029.94	\$(4,042.68)	\$3,847.54

APPENDIX J

APPENDIX J



DOES NZ HAVE A HEALTH AND SAFETY CRISIS?

RMTU National Conference
October 2014


SESSION OBJECTIVES

1. To provide Delegates with information on why NZ is having a health and safety crisis
2. To provide Delegates with confidence to be health and safety leaders
3. To provide Delegates with strategies to support workers to say no to unsafe work

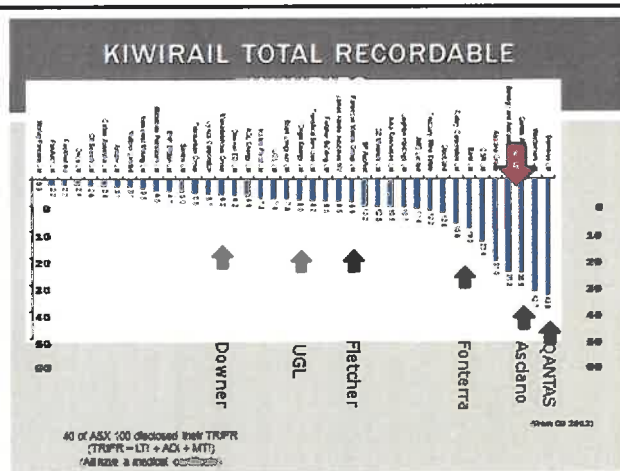
THE CRISIS

What's on your screen saver?

- 200,000
- 378
- 700-1000
- 102
- 94%
- 3,500,000,000.
- 2x
- 4x
- 25%






Source: DOL 2013



PORTS TO BE INSERTED

Port Name	Port Code	Port Description	Port Location	Port Status
11-01-01	Port of Auckland	Port of Auckland	Auckland	Active
11-01-02	Port of Taranaki	Port of Taranaki	Taranaki	Active
11-01-03	Port of Bay of Plenty	Port of Bay of Plenty	Bay of Plenty	Active
11-01-04	Port of Waikato	Port of Waikato	Waikato	Active
11-01-05	Port of Manawatu	Port of Manawatu	Manawatu	Active
11-01-06	Port of Hawke's Bay	Port of Hawke's Bay	Hawke's Bay	Active
11-01-07	Port of Nelson	Port of Nelson	Nelson	Active
11-01-08	Port of Marlborough	Port of Marlborough	Marlborough	Active
11-01-09	Port of West Coast	Port of West Coast	West Coast	Active
11-01-10	Port of South Island	Port of South Island	South Island	Active

NZ'S CRISIS POINT THE PIKE RIVER MINE TRAGEDY NOV 2010

Pike River : The issues



Non-compliance with regulation

Machinery not fit for purpose

Incident reports not followed up/
Near misses ignored

Ineffective health and safety committee

Multiple contractors onsite

Lack of experience training

Bonus payments linked to productivity

Low morale and culture of blame/bullying

Board of Directors not accountable

HEALTH AND SAFETY REFORM BILL

General concepts - <http://www.banham.govt.nz/worksafe/about/reform>

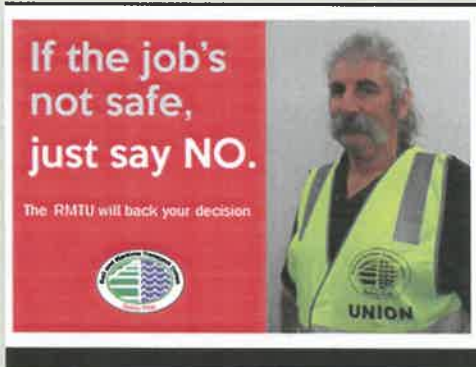
- Persons in Control business Undertaking (PCBU)
- Officers
- Penalties

1. Worker participation

- Health and Safety Reps
 - Provisional Improvement notices (PIN notices)
 - Stopping unsafe work
 - Protections against victimisation
 - Health and Safety Committees

Regulations to support legislation, first 5 expected by April 2015

RMTU leading health and safety



5 Steps for saying **NO** to unsafe work

1. If it doesn't feel right, step back, take 5, look at it again, say no
2. Identify, what is the hazard? What is the potential risk of harm?
3. Could you or others be at risk of serious harm if you carry on with the task?
4. If yes, stop, tell your Manager/H&S Rep/Delegate
5. Your manager may ask you to do an alternative task while the problems being addressed.

Don't go back until you're satisfied the job is safe

Workshop:

Learning outcome: To provide Delegates with strategies to support workers to say **no** to unsafe work

Feel Felt Found

1. Is this an H&S issue?
2. Identify the Hazard?
3. What's the potential Harm?
4. Could you or other people be at risk of serious harm if this should occur?

APPENDIX K

APPENDIX K



NEW ZEALAND RAILWAY STAFF WELFARE TRUST

- ✦ Established 1958 to provide assistance and benefits to people employed in the rail industry.
- ✦ Now this thriving fifty six year old has assets of approximately \$21 million and pays over \$1 million each year in assistance to members.
- ✦ The Trust is a fine example of what can be achieved when workers unite and band together for the benefit of all and employers are prepared to provide financial support.

NZR Welfare Trust Presentation to
RMTU Delegates Conference 2014

Chris Ball
MANAGER



THE ROLE OF THE TRUST

The Trust Provides:

- ✦ Refunds of 80% of approved medical expenses, up to \$1575.00 per year.
- ✦ Subsidised holiday housing throughout New Zealand and access to holiday homes in Australia.
- ✦ Access to extended health plans.
- ✦ Access to a life insurance plan.
- ✦ Death Insurance Cover: Increased from \$7,000 to \$11,000 in 2012.



NZR Welfare Trust Presentation to
RMTU Delegates Conference 2014

Chris Ball
MANAGER



RECENT ACTIONS

In the last several years the Trust has purchased four new properties for members.

- ✦ A two bedroom unit in Matipo Street in Christchurch.
- ✦ A two bedroom unit in Picton Avenue in Christchurch.
- ✦ A three bedroom apartment on The Terrace in Wellington.
- ✦ A four bedroom house in Cook Drive in Whitianga.
- ✦ Also built a six unit complex in Grove Avenue in Mount Maunganui with a total purchase and fit out cost of \$3.5 million dollars, and
- ✦ Currently we are looking to develop another site in Napier.

NZR Welfare Trust Presentation to
RMTU Delegates Conference 2014

Chris Ball
MANAGER

Grove Avenue Mount Maunganui



One of the two BBQ areas

NZR Welfare Trust Presentation to
RMTU Delegates Conference 2014

Chris Ball
MANAGER

Grove Avenue Mount Maunganui



Cronin Block from Grove Ave



Cronin Block Entry

NZR Welfare Trust Presentation to
RMTU Delegates Conference 2014

Chris Ball
MANAGER




View

NAPIER

NZR Welfare Trust Presentation to
RMTU Delegates Conference 2014

Chris Ball
MANAGER


Napier site – Digital map



NZR Welfare Trust Presentation to
RMTU Delegates Conference 2014

Chris Ball
MANAGER

LOCATIONS



Auckland	Orewa
Christchurch	Pahia
Dunedin	Paraparaumu
Gisborne	Picton
Hamner	Queenstown
Kaikoura	Rotorua
Mount Maunganui	Tairāpiti
Napier	Timaru
Nelson	Wellington
New Plymouth	Westport
Ohope	Whitianga

NZR Welfare Trust Presentation to
RMTU Delegates Conference 2014

Chris Ball
MANAGER

**COST & BENEFIT OF TRUST
MEMBERSHIP**




❖ **Members Pay** \$6.40 per week
This amounts to approximately \$330 per year

❖ **Employers Pay** \$1.00 per worker per week
This amounts to a contribution of approximately
\$490,000 per year.

NZR Welfare Trust Presentation to
RMTU Delegates Conference 2014

Chris Ball
MANAGER

CONTACTUS




To contact the NZR Welfare Trust
please use the following:

Email: info@nzwelfare.co.nz

Telephone: FREEPHONE 0800 806 444
or (04) 498 3043

KiwiRail telephone network:
Extension 43043 or 43073

Mail Address: PO Box 2409, Wellington 6140

NZR Welfare Trust Presentation to
RMTU Delegates Conference 2014

Chris Ball
MANAGER

APPENDIX L**NINETEENTH REPORT OF THE NATIONAL
MANAGEMENT COMMITTEE****For Presentation To
First Biennial Conference****14, 15 and 16 October 2014**

This is the nineteenth and first biennial report of the National Management Committee and deals with the period from November 2012 to October 2014 and the financial years 1 July 2012 to 30 June 2013 and 1 July 2013 to 30 June 2014.

The NMC takes great pleasure in welcoming you to **YOUR** first biennial delegates' conference so that we can all share in a celebration of the Unions' successes during the last twenty four months and to enable us to plan for the coming 24 months' successes which will be reported to Delegates Conference 2016.

We have a lot to celebrate and feel proud about, as we have had a full and busy two years.

The Union's staffing has seen one change during the period covered by this Conference. Our Northern Regional Organiser Stuart Johnstone has filled the vacancy created by Scott Wilson's departure. Stuart has been a very able and valuable addition to the RMTU organiser team. The promise he showed as an able Branch Officer in the Hillside Branch has continued as he has come to grip with the challenges within the Northern role.

Our costs associated with the activities of the union namely bargaining, training and branch organising have remained within budgeted parameters over the last year but our costs to do with litigation on behalf of members has continued to increase with campaigning, political activity and ACC matters continue to remain high.

We continue to experience problems in utilising our loyal and hardworking key Rail Branch officers/delegates as KiwiRail and the shiftwork nature of its operation makes it difficult for us to have delegates released for all manner of union related activity. The fact we have a large number of key reps in a single occupational class does not also assist us in being able to readily access their skills for union work. Training is an area that was given higher priority during this two year period but we remain frustrated that our efforts are often stymied by the employer declining leave applications. We are frequently struggling to get the necessary numbers released to form decent and effective class sizes. We continue to experience employer reluctance to paying wages "out of their budget" for delegates to deal with issues in other divisions let alone in some cases another company.

All in all though you would have to say we have had another successful period of operation with the vast majority of members expressing favourable views on the Unions overall performance.

THE UNION

Union Financial Management

The National Management Committee continues to adopt a cautious and prudent approach to financial management which embodies a philosophy of the Union living within its means. Our objective is always to achieve a surplus result on the basis of our member subscription income supplemented by investment income on reserves. In the year ended 2013 the Union achieved an acceptable income over expenditure surplus of \$257,782.00 and this year (2014) the National accounts are again in surplus by \$318,803.00 income over expenditure. Branch annual accounts are also in surplus this year of \$109,490.00 (2013 was \$127,250.00). The strike fund subscriptions in 2013 were \$265,696.00. The current balance total in the Strike Fund is \$309975.00

The National Management Committee is cognisant of the current economic situation and is aware of Collective Bargaining outcomes. Union staff wage increases are indexed to the rail sector and so internal general wage costs for the Union increased by 1.78% for 2012-13 and we have paid an interim increase from 1 July 2014 of 1% and so we await the outcome of this year's KiwiRail bargaining round and the balance of any increase over 1% will be paid. Staff wages costs are the largest single expenditure item for the Union. The Union membership fee was last increased by 1% at 1 November 2012. It is proposed that the Union fee increase by \$0.20 from 1 November 2014 and there is a remit to Conference to that effect.

A budget for the current year has been prepared to support the National Management Committee proposal and this will be discussed as a specific agenda item in conference. Union policy requires the NMC to prepare non deficit budgets and this was not able to be delivered without a small fee increase to allow for foreseen expenditure with the final wages cost being unknown at this time. The budget therefore indicates what the financial situation should be provided there be no alteration to expected or foreseen cost to the Unions operation.

We will have to monitor expenditure closely during the year but of course there are many items of expenditure that the Union has little or no control over that arise during the year.

The audited Financial Statements for the financial year 1 July 2013 to 30 June 2014 have been distributed and will be tabled and discussed during this conference. The NMC calls for the approval and adoption of the financial accounts.

Staff

Our Union team of paid staff is our greatest tangible asset. They have all done a great job during 2012 – 2014. Our Union continues to benefit from having a committed and professional staff, both industrial and administrative. Workloads for staff continue to be challenging at times. Our industrial/organising staff are accomplished at undertaking "systematic visit" schedules of branches (even Todd Valster) and as a consequence costs associated with branch visits have increased year on year but the profile of the Union amongst members and key support for delegates is at an even higher level as a result.

Leonie Stieller is the National Office administration manager. Leonie has done a marvellous job during the last year in ensuring that the administration systems are able to support the organising growth of the Union. Her principal role is the administration of the Union's finances. Leonie is a strong member of the Union's leadership team.

Julia Harrison is the National Office administration assistant and secretary to the Trustees of the LE SAD Fund. She has had a busy 2 years. The Activist is Julia's favourite publication and she looks forward to the copying, folding, labelling and franking of it for distribution to delegates. Despite whatever is going on around her Julia remains cheerful and remains an invaluable member of the RMTU National Office team.

Karen Fletcher is our Wellington based H&S Organiser. She is employed part time on 3 days a week. This is her choice. To say she has had a busy two years since joining us would be an understatement. Karen is now our undisputed resident expert on all things asbestos following the locomotive, land and building loss of containments experienced within company's our members work for.

Libi Carr is based in the Lyttelton office. She is employed as full time admin assistant to the SI Organiser and branch secretary Lyttelton. Libi has fully and competently discharged her duties as the Lyttelton Port Branch secretary. The port suffered 3 deaths in a 10 month period recently and Libi coped with a lot of resultant stress admirably. The Lyttelton Branch Secretary - Admin Support position funding is a mix of National Office and the Lyttelton Port Branch.

Scott Wilson resigned as our Auckland based organiser to take up walnut farming during the two year period covered by this report. At the time we wished Scott and Hel well in their new challenge and we know that they have adapted to the farming lifestyle well since leaving us. Following a robust interview process involving the National President, General Secretary, NMC General Rep and Auckland Rail Branch Chair, Stuart Johnstone was employed into the Auckland Vacancy. Stuart was previously our Hillside Rail Branch Chair and had been a leader during the highly politicised closure of the workshop. Relocating to Auckland was a challenge for Stuart and his family however we are grateful that they were willing to give it a try as Stuart has evolved in the role to being a highly valued member of the organising staff.

He is based in the Westfield KiwiRail Freight Building. Stuart is responsible for the Auckland rail, and Northland port and rail branches. Stuart is the Organiser responsible for supporting the KiwiRail Mechanical Industrial Council at this stage.

Phil Spanswick is our organiser for the central/eastern areas of the North Island. Phil is based in our Mount Maunganui office. Phil has had a number of "issues" to deal with during the two year period with the standout being the loss of the CT site contract by C3 and it going to Quality Marshalling. This may be a portent for things to come in this port. Phil is responsible for the Waikato Rail, King Country Rail, BOP rail and port and the Hawkes Bay rail and port branches.

Todd Valster is based in the Wellington National Office. Todd is the lead staff member on the KiwiRail (Freight) Industrial Council. Todd has relieved the General Secretary position and role during periods of overseas travel by the General Secretary. Todd is responsible for the support of the Palmerston North Rail, Taranaki Port and Rail, Hutt Shops, NZ Bus, Wellington Rail, Marlborough Port and Rail and Nelson Port branches. Todd has attended the NZCTU Leadership Training course to continue to evolve as a leader within the RMTU team.

John Kerr is the South Island organiser based in the Lyttelton office (although in truth he is rarely there). John has a strong set of skills especially in the training area. John will be the 2014 RMTU attendee on the NZCTU Leadership Course. He is responsible for organising support for the Canterbury Rail, Lyttelton Port, Otago Rail and Port, Southland and West Coast branches.

Mani Raumati is the Wellington Rail Branch facilitator employed on a part time basis. Mani has successfully raised the profile of the Union within the Wellington rail branch by developing a network of noticeboards and improving communication channels within the branch. Recently he has commenced work on emulating this success within the Palmerston North branch.

Hazel Armstrong Law and her team provide advice in the Health and Safety, Personal Grievance and ACC areas as required. Hazel has represented the RMTU on many KiwiRail working groups and projects. Hazel also provides a mentoring role for Karen Fletcher thereby ensuring her ongoing development.

Geoff Davenport (McBride, Davenport James) and his team provide high value, quality support, advice and advocacy on legal/Industrial matters. When coupled with our industrial strength his legal expertise makes the RMTU a strong force on multiple fronts.

The Union utilises the services of Ron Dubin, who is based in Diamond Harbour across the harbour in Lyttelton, for the Union membership database maintenance.

The National Management Committee would like to record their very sincere appreciation to staff for another productive two year's work on behalf of the Union's members. Thanks to Leonie, Julia, Libi, Karen, John, Todd, Stuart, Phil and Mani.

TRAINING

The Union cannot expect to have good delegates without investing in this area. Delegates and our voluntary branch officials are the lifeblood of the Union. There is no doubt that without them this Union would not be able to undertake many of the functions that we do nor do them well. The NMC wishes to formally recognise and acknowledge the work of our many passionate, hardworking and loyal branch delegates and officials.

We have completed a range of training as shown below.

In the year 1 July 2012 to 30 June 2013 we trained a total of 164 delegates. 69 did delegate and 77 did H&S training.

In the year 1 July 2013 to 30 June 2014 we trained a total of 163 delegates. 51 did delegate and 112 did H&S training.

The industrial organiser for the region is responsible for the training delivery with all other arrangements being handled out of National Office. Delegates who have been trained have also had to complete assessment forms and samples of these are available for the Dept of Labour for statistical purposes. We have done some in-house H&S training for KiwiRail using Karen Fletcher and the rest has been conducted through the NZCTU programme.

RECRUITMENT

At Conference 2012 we reported that our membership was 4487 (full time) and 254 (casual) giving a total of 4741. At year end 30 June 2013 we had 4299 (fulltime) and 179 (casual) giving a total of 4478. A decrease in membership of 263 for the year. This was in line with expectations at the time. At year end 30 June 2014 we had 4390 (fulltime) and 211 (casual) giving a total of 4601. An increase in membership of 123 year on year. It however remains as a loss of 140 members overall during the two year period.

We continue to experience high membership density within KiwiRail. The staff continue to undertake mapping exercises during the year and we also utilise regular employer information to identify non-members as effectively as we can but the best way is for YOU to monitor what is going on in YOUR workplaces by way of new faces etc.

We remain convinced that whilst we are maintaining strength and density within the operational areas we have sliding density within the clerical-admin type occupations with our employers. We simply must do better especially within the Wellington Railway station and Stanley street in Auckland.

We do not use the Safety First logo exclusively as we interchange it with the Stronger Together logo as it suits the tone of the publication or use at the time.

We MUST recruit all rail industry workers into the RMTU. Sadly to date, we seem to be unable to recruit within the myriad of contractors used by KiwiRail Networks. We appear to be getting awareness within our members for the need for contractors to be recruited into the Union as when questioned they invariably respond that they "understand" that it maintains our strength during times of struggle as the contractors will not undertake our work. However there is no real tangible numbers of membership applications coming in from those contractors. We all know that the members at the coal face are the best recruiters. Organising staff have been reminded of the need to look at the plethora of rail contractors that are springing up like "DC Signals", "Downers" and others. All delegates need to be observant and use every opportunity to talk union to workers from any contractors undertaking work within the rail corridor.

In the 2012 wage negotiations we negotiated in wage minimum requirements for contractors but the effectiveness of this will require strong policing by members and to date no cases have been reported to the Union.

Ports Forum continues to recognise that the same can be said for the waterfront. As more stevedoring contracts go out to open tender we are seeing an ever greater mix of work being undertaken by our members and a greater mix of stevedoring companies within ports. In some areas our members are losing work to companies like ISL, QM and ISO and so if we are to maintain our conditions of employment or to improve them we must maintain our Union density within the port. We simply must recruit within these stevedoring companies.

There continues to be pockets of non-union workers in all of our industries that we ALL need to focus on recruiting into the Union. Any of the paid staff will tell you of a story of going to an RMTU worksite and finding a non-union worker and the look of shock on the delegate's face at hearing this and the inevitable answer of "*I thought you were a member*". **DON'T ASSUME – ALWAYS ASK TO SEE THE RMTU MEMBERSHIP CARD OR THEIR PAY DOCKET WITH A UNION FEE DEDUCTION!**

We need to remember that whilst it is important to have a Union presence it is essential to have a strong and effective union so as to deliver power and influence in the workplace. The only way of doing this is by having high-density levels of Union membership and activation of members. It is essential that those activist delegates who have undertaken advanced skills of organising training utilise the skills taught by applying the techniques learned back at the workplace. The key to a strong and effective Union is not just membership - it is in the level of activity undertaken by delegates on behalf of members and the individual members' levels of involvement – employers are onto this aspect as well and they call it "engagement".

COMMUNICATIONS

The Union's website www.rmtunion.org.nz continues to be well utilised. We have very good website statistic info and this shows that it is being heavily "hit". During the course of next financial year we will be undertaking an update of the site.

The website contains links for all publications, press releases and "Hot Topics" or anything else we can think of. We are able to directly edit the website and this has reduced the delay in the material appearing on the site.

The website remains a very important part of the Union's communication strategy with members and the rest of the world.

Our regular newsletter "The Activist", which is sent to all RMTU officials and delegates, is an important means of ensuring that key members are kept fully informed of current issues and Union activity. We try to avoid sending out the entire document to save on bandwidth, we normally just send the website link. While we have the occasional controversy or legal threat about some of the contributions to the Activist it is generally regarded as "a bloody good read". Distribution is mostly by email but for those delegates who we have no email address for we mail out a hard copy. Some delegates fail to post the Activist on notice boards, however managers always appear to print it off as it is very amusing to go into a manager's office and notice a copy of the activist on their desk or on their sideboard.

Notice boards are an important focus for Union information including the place where *the Activist* should be posted. It has been noted that there are still some worksites that do not have Union notices. Plastic signs are available for branches to place on these notice boards with the Union's name as are small plastic holders for publications that can be affixed to the walls below or beside the notice boards for things like The Activist, Transport Worker, Policy Manual, Delegates H&S Handbook and Union Rulebook etc. We also have suppliers we use for notice boards.

"The Transport Worker" magazine continues to play an important role in portraying the Union in action and encouraging members to identify with the Union through the regular use of photographs and branch reports. It is our pinnacle publication and involves the greatest cost of production. It is placed on the website in pdf format for download if one chooses to do so.

Telephone communication with National Office remains an important communication channel for both delegates and members. The General Secretary, Industrial Officers and Organisers certainly try to give priority to being available for delegates and branch officials to discuss issues and provide advice and the National Management Committee is well aware that systematic regular workplace visits by Industrial Officers are important to many members. All industrial staff have systematic visiting schedules so that members and delegates can be confident of the days/dates that a visit by a Union Organiser will occur.

The RMTU has undertaken major revamps of its flags and other Union material during the period of this report.

ACCOMMODATION

The Union's National Office has been working out of level 1 of the Tramways building 1 Thorndon Quay all year (since 1999). The premises are shared with Hazel Armstrong Law. We have just signed a lease renewal with an agreed increase.

The Lyttelton Office is based within the Lyttelton rail station and we have a lease agreement with KiwiRail (NZRC). The Office suffered some damage during the Canterbury earthquakes and remains surrounded by unsightly temporary reinforcing to the walls. The cost of the office is shared in a negotiated arrangement with the Lyttelton Port Branch. Staff have a National Office supplied laptop computer and cellphone. The National Union leases a photocopier/printer/scanner for the office.

The Auckland Office is based at KiwiRail's Westfield terminal. We have a telephone and fax line provided. We gratefully acknowledge the generosity of KiwiRail. The organiser has a laptop computer and printer/scanner/fax supplied.

The Mount Maunganui office is in a prefab sited adjacent to the KRMS site within the Mount Maunganui rail yards. This office is used by Phil Spanswick and is also widely used as a meeting spot for Rail and Port

members. Phil has a telephone, a laptop computer and printer supplied by the Union. KiwiRail supplies a telephone/fax line. Alteration have been done to the building to create an additional office space so as to provide accommodation for Ben Thompson from Hazel Armstrong Law to move into later in 2015.

The Union has other employer supplied Union office space in a number of branches and this support is greatly appreciated by the Union.

BRANCHES

The Management Committee would like to once again acknowledge the very important work undertaken by our honorary branch officials and delegates. Branches have varying degrees of difficulty in filling vacant positions at the Annual General Meetings and this is a sign that the Union remains in good hands/heart. The honorary officials and delegates are the backbone of our Union and their active participation is the key to our organised industrial strength. The best way of ensuring that we do not suffer from delegate burnout is to have more than one delegate per worksite and provide them with training for the task. Organisers are required to undertake systematic branch-mapping exercises to ensure that all sectors and sites within their branch responsibilities have full delegate coverage.

It is acknowledged that active branches go through funds. Where funds are exhausted owing to branches being active the General Secretary has authorisation to approve additional funds to be allocated to those branches.

The fundamental platform of being a national Union built upon a branch structure foundation is unchanged. This reflects their (branches) importance in ensuring that we continue to provide power and influence to members at a workplace level. In order to be successful we absolutely must have effective and powerful branches with active and committed members. Some branches (mainly the rail branches) which have their skills base locked into one or two key figures continue to struggle in the new environment as their employer is most reluctant to provide paid work time for them to go off and fix another company's issues with members. This is why we have to ensure that every worksite or sector has effective delegate(s) within a branch. This will be accomplished by having members and delegates stepping forward and by us providing appropriate training. We have to ensure that branches work effectively.

The Hillside Branch was integrated into the Otago Rail Branch effective 1 April 2013. This was as a result of the closure of Hillside as a heavy fabricating workshop. A social function was held which exhausted the branch funds and a small top up was required from the National Office accounts to balance the books.

The Union issues delegate recognition and achievement awards. Awards have been issued during the period of this report to Joe Holland, Laurence Gibb, Ron Williams, Scott Wilson, Buzz Terrey, John Smith, Wally Wallbutton, Mark Burton, Phil Jones, Ray Loper, Dennis Sawers, Les Box, Warren Stoddard, Jim Quinn and Tim Spence.

PORT FORUM

In the year between Conferences the Union convenes a National Ports Forum. This enables delegates and Observers from all of the Unions Port Branches to come together to discuss matters of mutual concern and to develop strategies on how best to maintain and improve conditions of employment for our members engaged on the NZ Waterfront. The Forum in 2012 was held in the Kingsgate Hotel the venue for this Conference. The NMC continues to see real benefit from the holding of this forum and so supports its ongoing format. The waterfront will be a major area of ongoing work during the coming two year period between Conferences.

BARGAINING

The Union has a number of Collective Agreements which all require resourcing at negotiation time. Many are joint Union negotiations and that presents its own challenges on occasion. Some are of a short duration (12 months) and an increasing number are of a longer duration (24 months etc). Many employers have more than one CA for example Port of Napier has 2 collectives and Lyttelton has two. The employers with which we have Collective Agreements are:-

- KiwiRail Group
- CentrePort Ltd
- Farmers Industries
- Goodman Fielder
- Valley flyer Ltd (Cityline Hutt Valley)
- Transdev Transport Auckland Ltd
- NZ Bus – Go Wellington
- Orica NZ Limited
- Lyttelton Port Company Ltd
- North Tugz
- C3 Limited
- Port Marlborough (NZ) Ltd
- Port Nelson Ltd
- Port of Napier Ltd
- Port of Tauranga Ltd
- Port Otago Ltd
- Prime Port Timaru Ltd
- Taieri Gorge Railway
- Toll Networks
- Port Taranaki Ltd

During the two years we have maintained our strategy of endeavouring to transfer as much bargaining cost as we can to the employer. We try and get the employer to pay for the travel, wages, venue and food costs.

The National Governments amendments to the ERA during 2012 have further eroded Union rights and the further amendments sitting in the wings will further erode the Unions ability to effectively collective bargain on behalf of members.

OTHER UNION PICKET ACTIONS

During the year members have assisted on a number of other Union's pickets or industrial actions. We have always honoured Union pickets where encountered by members during their work. The Union has a national Policy of not crossing other Union Picket Lines unless directed to by the NZ Courts.

We have of course provided solidarity picket activity to a wide variety of other Union disputes throughout NZ. The actions of branch officials in organising this activity is appreciated. The Union has made donations to other Union's in support of workers struggles. This solidarity action and support is what Unionism is all about in our view.

NATIONAL MANAGEMENT COMMITTEE

The National Management Committee responsibilities and powers are expressed in Rule 18 of the Union's Rules and Standing orders. They are responsible for the good governance of the Union and the oversight of the actions of the general secretary.

The National Management Committee has held 8 formal meetings during the course of the 24 months following last Conference. NMC is made up of 2 port reps and 3 rail core and 1 non-core reps. The National President and the General Secretary are also on NMC. A total of 8 positions. The NMC members and National President are elected to 2 year terms and the General Secretary to a 4 year term. This entire NMC is due for election in 2015 and is currently formed by President Aubrey Wilkinson, Vice President Howard Phillips, General Secretary Wayne Butson, Andy Kelly, Barry Simpkins, Bill Sweeney, Mike Williams and last but by no means least Dave Marden. In the NMC elections in 2013 Ruth Blakeley (SI Ports) and Doug Blakie (Southern Rail Core) both lost their election ballots. The NMC wishes to formally record their appreciation of Ruth and Doug's efforts at the highest level over many years.

During the year the NMC has been robust forums for debate at times. This is healthy and we would have it no other way. NMC has provided excellent leadership to the Union and members can feel proud in their selection of the incumbents.

Members of the NMC also have representational responsibilities in other areas. Mike Williams and Barry Simpkins are on the KiwiRail Industrial Council; Howard Phillips is on the KiwiRail Passenger Industrial Council. Members of NMC are also engaged in the appropriate collective bargaining forums. They have also represented the Union at events and assisted with branch issues as required. The National President and Vice President have deputised for the General Secretary at CTU National Affiliate Council meetings.

In accordance with Union Policy as set by Conference the President's honoraria is at \$3800.00 per annum. The honoraria for the General Secretary be \$2800 and for the Vice President it be \$2160.00. The NMC honoraria of \$1400.00 be paid to all others (where they do not pick up a Union honorarium elsewhere for example a branch). These have all been paid as appropriate each year.

IEA MEMBERS

The Union continues to provide services to members on Individual Agreements mainly with employers within the rail industry. IEA members are serviced by full-time union staff thereby ensuring the confidentiality of service to members and avoiding any possible conflicts of interest. During the reporting period we have seen an increase in the number of members wishing to return to coverage by the CEA. There is some employer reluctance to this occurring. We are also getting some interest from IEA members on the merit of initiating for a management collective agreement. But we have seen this before and it has always come to nought.

CAMPAIGNS

- The RMTU and many of its staff and members have been assisting in the Election campaign for Labour and Greens;
- The RMTU is a founding and ongoing supporter of the Living Wage Campaign;
- The RMTU is a supporter of the FARSA Air NZ Project Choice;
- The RMTU has a "Just Say No" campaign that it is actively promoting amongst members.
- The RMTU lends its support to all CTU lead and inspired campaigns (e.g. Forestry, Get Out And Vote etc).

HEALTH AND SAFETY

The HASIE Act provides for paid training for H&S Reps. As ACC has shifted to a focus on the seven key industries (not rail or ports) we have had fewer of our delegates trained. We are endeavouring to negotiate new Employee Participation Agreements (EPA's) with Employers with a view to increasing our training of H&S reps. Karen Fletcher is leading this initiative as part of her role.

The RMTU remains as the Union with the highest number of trained H&S delegates as a proportion of Union size.

The National Rail Safety System (NRSS) continues to operate under the leadership of the NZ Transport Agency. There are two levels of membership and the Union remains as a level B member of the NRSS despite our call to be a level A member.

TAIC have continued to conduct investigations into rail accidents and incidents during the year. The Union has a good working relationship with this Government Agency. Following a review of the agency new operating rules and policies have been put in place. The Union no longer receives draft reports from the Commission as of right – members involved in incidents investigated do and so we rely on them to furnish us with reports. Interim reports are now issued for serious incidents.

Hazel Armstrong with her wealth of knowledge on H&S issues is providing valuable back up and support for Karen Fletcher as we fight to improve H&S for RMTU members in all areas.

Safety in Rail remains a work in progress. It has been an area of major change during the two years covered by this report. A GM safety has come and gone and under the latest structure a Zero Harm Manager has been appointed and this has precipitated a major shakeup of the structures and approach to H&S within KiwiRail. This is likely to be an area of major work for the RMTU. We were excluded from the key leadership sessions of the NZTA audit but we have been readmitted into leadership areas of H&S slowly.

Following on from the major H&S project undertaken jointly with KiwiRail on the Otira Tunnel reviews have been undertaken on the Kaimai and Rimutaka Tunnels.

Following receipt of allegations around a bullying culture existing within the Palmerston North Freight Terminal the Union initiated a dispute with KiwiRail on its failure to provide a healthy and safe workplace for members. This precipitated a major piece of work involving legal support as well as a workplace culture change project utilising the services of Bernard McIlhone. The employment of some was ended as a result of the project.

Major disruption occurred when asbestos was found in the Chinese Built DL Locomotives. Agreed controls were put in place which saw the Gen 1 locomotives mothballed and the Gen 2 locomotives placed into service with restrictions. Hutt workshops was identified as the facility to remove the asbestos from the locomotives and suitable arrangements and modifications were installed. The removal process continues. Asbestos has been found at many sites within KiwiRail. Almost all rail buildings it appears are clad in some form of asbestos sheeting which is now breaking down due to age related decay.

Safety within NZ has been in the spotlight following the Pike River Inquiries and the Taskforce into H&S in NZ. A new H&S Act is deeply into the parliamentary process and the RMTU is represented on all three of the Guidance Groups.

The death of 3 workers in the last 12 months at Port of Lyttelton and the deaths within the Port of Tauranga wharves has highlighted that there is serious H&S issues within the ports sector in this country as well. In conjunction with the CTU and MUNZ the RMTU is participating in a Worksafe lead H&S project in Lyttelton.

Hazel Armstrong and Karen Fletcher are leading this project for us and we are participating in workshops on constructive engagement with the employer facilitated by Bernard McIlhone.

H&S in Ports and Rail will remain an area of significant expenditure and time allocation within the RMTU following this Conference.

ACCIDENT INJURY SERVICES

The Union partnered Injury Management Programme continues to be well accepted and implemented within our industries. We continue our joint commitment to injury and wellness with KiwiRail by signing a new agreement with them.

The NMC believes that it is accepted that IMP is beneficial both for the employer and for the injured employee but it is vital that we remain focussed on the critical role which the delegate plays as the advocate for the injured member in ensuring that the negotiated return to work arrangements are acceptable and fair. Return to work arrangements should not be implemented on behalf of any Union member until they have been signed off in writing by the Union delegate as being agreed by and acceptable to the injured Union member.

The Union continues to offer members advice and support with ACC claims. Organisers deal with the issues as far as they can (sometimes to review hearing level) but legal backup is provided where required. A number of cases have been referred to Hazel Armstrong and her team and our success rate has been very good. During the year we have made use of the free CTU/ACC Advocacy Service.

The Union is a member of the ACC Futures Coalition and opposes any reduction to the services and benefits of ACC.

The IMP process is clearly laid out in the Union H&S Handbook.

COUNCIL OF TRADE UNIONS

The RMTU continues to be affiliated to the NZ Council of Trade Unions.

Under the CTU structure the RMTU has direct representation to the National Affiliates Council and the General Secretary has represented the RMTU at most meetings during the two years. Aubrey Wilkinson the President and Howard Phillips the National Vice President have attended some NAC meetings when the General Secretary has been unavailable. The RMTU attended the Biennial CTU Conference.

Manu Barclay, John Marsh and Sam Kahui are our delegates to the CTU Runanga and Telai Sefesi is co-convenor of Komati Pasifika and other delegates are Mel Te Pou, Vaughan Davidson, Chris Apisai and Julia Harrison. Charles Johnston, Bernie Harrison and Mike Nicholson are the Out@Work delegates.

Helen Kelly is the President of the CTU. Helen has assisted the RMTU during the year on various matters. The Current Vice president is Richard Wagstaff and the Maori Vice president is Syd Keepa. The Secretary Peter Conway became seriously ill during the 2 years of this report and has left the CTU. We wish Peter a speedy and full recovery to health and thank him for his very strong support for the RMTU during his time at the CTU.

The CTU has been very active in submitting on legislation and this has consequently placed a heavy workload on affiliates to attend workgroups that are used to formulate the CTU's position on bills or issues.

The RMTU continues to obtain very tangible benefits and gains from being affiliated to the CTU and the NMC strongly recommends to Conference that we remain as an affiliate.

The CTU has an ACC advocacy service in Auckland that is available for Union members and it is free.

In 2009 the CTU launched the UnionAid group. The RMTU is a strong foundation supporter of the scheme. The scheme is modelled on the highly successful Unions Australia APHEDA scheme. We will hear from Union aid during this conference.

Affiliation Fees increased substantially during the year following a fee hike by the NZ CTU.

KIWIRAIL INDUSTRIAL COUNCILS

The Councils comprise elected rank and file delegates with RMTU staff support. Employers bear all costs associated with the operation of the councils for their employee's and they provide a valuable opportunity for member engagement with the employer. Members who are elected to NMC and who qualify as members of a KiwiRail Council are deemed to be automatically elected onto "that" council and so the position is not open for contest by any other member. The reps to the councils have 2 year terms running concurrently with the NMC terms. Accordingly in 2013 all councils will be re-election.

The Councils are the industrial clearing houses for all "industrial" issues within KiwiRail Freight, Passenger Group, Infrastructure and Engineering and Interislander. The members of the councils are:-

KiwiRail Infrastructure Industrial Council

- John Kerr
- Jerry Hohepa Infrastructure Mechanical
- Kevin Jones Operations Scale 1
- Phil Kearns Infrastructure Sigs, Comms, Traction
- Lou Watene Infrastructure Bridges/Structures
- John Bannerman Infrastructure Track Supervisor
- Geoff Young Operations Train Control
- William Lanigan Trackworker.

KiwiRail Passenger Industrial Council

- Wayne Butson
- Mike Nicholson Loco Engineers
- Joanne Carr Train Manager (Long Distance)
- Harvey Paterson Train Manager (Urban)
- Pinerete Nohotima Yard Operations
- Dave Sharma Scale 1

KiwiRail (Freight) Industrial Council

- Todd Valster
- Barry Simpkins (NMC) Locomotive Northern
- Marty Duncan (NMC) Terminals Southern
- Les Perrin Locomotive Central
- Dean Ngatai Terminals Northern
- Antoon Whiu CT Sites
- Michael Williams Locomotive Southern
- Rick Barnes Terminals Central position

Interislander Industrial Council

- Todd Valster
- John Finch Ferry Operations (Outside) North
- Chris Hanna Scale 1 (inside) North
- Tania Haraki Scale 1 (Inside) South
- Vernon Steele Ferry Operations (Outside) South

KiwiRail Mechanical Industrial Council

- Stuart Johnstone
- Danny Singh NMC Electric Suburban Wellington
- Shane McNae TX Maintenance
- Rudi Brens North Island Depots
- Paul Morrison Hutt Workshops
- Guy Miller South Island Depots
- Steve Brown North Island Depots

A number of working parties have been operating within this area as well and we have utilised the industrial council reps and other workplace reps.

AMALGAMATION

There has been no activity during the year on this topic.

TE KUPENGA MAHI

The Union continues to work in collaboration with TKM whenever opportunities arise. The RMTU had many officers and members attend the TKM Hui's in 2013 and 2014.

The Tangihana Insurance remains in place through AXA Insurance and the NZ Railways Staff Welfare Trust.

LEGAL RESERVE FUND

The Union continues to provide for a legal reserve fund within the investment portfolio of the Union as required by resolution of the inaugural Conference promoted by the LEA. The purpose of the fund is to provide for the defence of members, staff, or the Union in major union proceedings. The fund is further protected by the provision of Indemnity Insurance for the Union.

PERSONAL GRIEVANCES AND LEGAL SERVICES

2011/2012 has been a busy year for all forms of litigation.

Notable legal and ACC cases include Craig Malpas - Tauranga, Pay Docket Leave – KiwiRail and Good faith – KiwiRail.

Two defamation claims remain on file for the Union from Canterbury Doctors but there has been no activity on the files for some years.

A study of the years financial statement will disclose the expenditure incurred. The current high level of litigation shows no signs of abating.

Our success rate is attributable in no small part to the calibre of advocate we employ as well as the excellent legal back up we have through McBride Davenport James partner Geoff Davenport and Hazel Armstrong Law.

INTERNATIONAL

International Transport Workers Federation

The International Transport Workers' Federation (ITF) is an international trade union federation of transport unions. Any independent trade union with members in the transport industry is eligible for membership of the ITF. 654 unions representing 4,500,000 transport workers in 148 countries are members of the ITF. It is one of several Global Federation Unions allied with the International Trade Union Confederation (ITUC).

The ITF's headquarters is located in London and it has offices in Nairobi, Ouagadougou, Tokyo, New Delhi, Rio de Janeiro, Amman, Moscow, Sydney and Brussels.

The RMTU has continued its affiliation with the International Transport Worker's Federation and we participate, to the extent that we can, in ITF activities. The RMTU is the largest NZ affiliate in member affiliation numbers. The General Secretary Wayne Butson is currently chair of the Asia Pacific Railway section.

The aims of the ITF are set out in its Constitution (see below). They are:

- to promote respect for trade union and human rights worldwide
- to work for peace based on social justice and economic progress
- to help its affiliated unions defend the interests of their members
- to provide research and information services to its affiliates
- to provide general assistance to transport workers in difficulty

Although the range of ITF activities is very wide, they can be best summed up under three key headings:

- representation
- information
- practical solidarity

The ITF represents the interests of transport workers' unions in bodies which take decisions affecting jobs, employment conditions or safety in the transport industry, such as the International Labour Organisation (ILO), the International Maritime Organisation (IMO) and the International Civil Aviation Organisation (ICAO).

A major function of the ITF is informing and advising unions about developments in the transport industry in other countries or regions of the world. The ITF also maintains a specialist education department, dedicated to the development of strong and democratic transport unions.

The ITF organises international solidarity when transport unions in one country are in conflict with employers or government and need direct help from unions in other countries.

The kind of solidarity needed can range from protest messages, demonstrations and political pressure, to direct industrial action in the form of strikes, boycotts etc. The ITF's worldwide campaign in the maritime industry against the use by ship owners of Flags of Convenience (FOC's) to escape from national laws and national unions is a good example of solidarity.

Transport Unions globally must unite to combat the burgeoning strength of multinational employers.

The General Secretary and National President attended the ITF Congress in Sofia Bulgaria. The Congress is the supreme governing body of the ITF and is held every four years. At this year's congress President Paddy Crumlin was re-elected unopposed and Steve Cotton was elected as General Secretary unopposed.

The General Secretary was a member of an ITF fact finding delegation to Korea to identify union suppression and oppression tactics being employed by the Korean Government against the brave Korean Railway workers Union and has also attended other ITF meetings during the period of this report in relation to his ITF Asia Pacific responsibilities.

This Conference will hear from the Asia Pacific Assistant Regional Secretary Mark Davis and has other ITF affiliates from Japan, Australia and Great Britain attending.

The NMC records with deep sadness the deaths of notable International comrades Umraomal Purohit (Past President ITF and AIRF), Bob Crow (RMT) and Jim Tannock (MUA) during the period of this report.

ARA (Australasian Railway Association)

The Union is an associate member of this association. The association is predominantly a lobby group of Australian rail companies to develop industry standards. KiwiRail and Transdev are members.

JREU (East Japan Railway Workers Union) and JRU (Confederation of Japan Railway Unions)

The close fraternal relationship with the JREU and JRU has continued during the year. The Union continues to give strong solidarity to the JRU7.

Mr Mitsuhiro Hagiwara and Ms Mizue Taoka from JRU is attending this Conference and will bring members up to speed on the current challenges facing the Japanese Rail Union and also the reality of living in a nuclear fallout region in Japan.

RTBU (Rail Tram and Bus Union) Australia

The RMTU continues to have a strong fraternal relationship with the RTBU. Bob Nanva is the current General Secretary. The RTBU continues to be very helpful to the RMTU during with information sharing and assistance. This is gratefully acknowledged and received.

Reciprocal use of holiday homes has been agreed between the two Unions and the NZ Railways Staff Welfare Trust. The scheme has been used by RTBU members.

Tasmanian State Secretary Sam Simonetis, NSW Loco Divisions Dave Mathie and Keith McMahon will attend this Conference and will speak during the International Session.

ICLS (International Centre for Labour Solidarity)

The International Centre for Labour Solidarity (ICLS) is a network for exchanging experiences, discussion on future strategies, building substantial and spiritual solidarity and of extending support to each other in overcoming problems struggles faced by workers and trade unions.

ICLS opposes imperialist globalisation imposed by large multinational corporations, governments and international multilateral institutions. ICLS is pursuing working class interests and is strongly against competition and division caused by neo-liberalism. **ICLS** is against competition, oppression and environmental destruction which are caused by capitalist domination. ICLS is against war which is a different face of neo-liberal globalization and capitalist domination. ICLS participates in various international solidarity activities of social movements, exploring ways to resist it.

ICLS respects diversity. ICLS works toward developing international workers' solidarity beyond the differences in politics, faiths, nationalities, regions, political parties and industries by starting from strengthening workers' solidarity in the railway, transport and public service sectors in the Asia-Pacific region.

ICLS is a network pursuing solidarity and exchange of experiences based on respect for each country and organization independence and autonomy.

ICLS is composed of trade unions who accept the ICLS Charter of Principles, however, ICLS opens all its activities to other regions, individuals and organisations that are not members and welcome them to join its activities to enlarge solidarity and exchange of experiences.

The General Secretary was elected to the ICLS steering committee in 2012 as the Australia-NZ rep. The arrangement is that if the GS. Transport and accommodation costs are paid by the ICLS.

An ICLS Forum meeting was held in Hat Yai Thailand in 2013 and Wayne Butson, Howard Phillips and Sam Kahui attended. An ICLS Forum is due to be held in Manila Philippines immediately following this Conference and Wayne Butson and Aubrey Wilkinson will attend. The Forum was hoped to be held in Myanmar but issues arose within Myanmar which precluded this from occurring.

We have participated during the period of this report in solidarity activities in support of ICLS members.

TWU (Transport Workers Union) Australia

Whilst the road transport organising project was the basis for our initial relationship forming and this project has ended we maintain strong fraternal relations with the TWU, especially with the NSW branch.

The NSW TWU holds their Conference in Sydney each year. RMTU was represented by Todd Valster (2013 and 14).

Sydney Secretary Mick Peri and Bus Official Nimrod Nyols are attending this Conference and will speak during the International session

MUA (Maritime Union of Australia)

The Union continues to have a fraternal relationship with the MUA. RMTU reps have attended MUA meetings during the period covered by this report.

The MUA is hosted an Australasian Port Safety Conference in Brisbane in late 2012 and Karen Fletcher attended.

RMT (Rail & Maritime Transport Union of Great Britain)

The Union has developed and maintains a strong fraternal relationship with the RMT since June 2007. In 2009 RMT reps attended our National Conference and their participation was greatly appreciated.

Derrick Marr (Del Boy) is attending this Conference and will speak during the International session. The late Bob Crow and President Peter Pinkney had both planned to attend.

ASLEF (Associated Society of Locomotive Engineers and Firemen - UK)

The Union has had a strong historical relationship with ASLEF through the LEA.

ASLEF have sold their longstanding historical offices in Arkwright Place and we have not as yet visited the new Union offices at 75-77 St John Street.

The General Secretary Mick Whelan and executive member Dave Calfe are attending this Conference and will speak during the International session.

WORKERS' MEMORIAL DAY 2013 and 14

The Union continues to promote the observance of the one-minute national stoppage of work in silence by our members throughout the country in solidarity with similar action taken by millions of other workers around the world as part of the International Confederation of Free Trade Unions (ICFTU) observance activity for 28 April.

RMTU sponsored or supported services occur at locations throughout NZ but we remain of a view that the RMTU membership could do more to honour their fallen comrades and to fight for the living.

Branches are again encouraged to establish memorials or to clean up existing memorials to workers killed within the battlefield of the workplace in their area with the ultimate objective remaining to have memorials and commemoration services each year in all locations.

No workplace death of an RMTU member has occurred since conference 2008. Our practice of commissioning specific yearly posters continues and feedback is sought from delegates to this Conference on whether the practice is worth pursuing.

In 2014 the General Secretary deputised for the CTU President at the unveiling of a new memorial site in Invercargill.

POLITICAL

In accordance with the policy adopted 2007, and endorsed at each Conference since, the Union is affiliated to the NZ Labour Party. Many members are active within local affiliate committees in electorates. We need many more to become active.

The RMTU participated in the Labour Party Conference held in Christchurch in November 2013 and the Wellington Congress in 2014.

Many staff and delegates have been very busy in the lead up to the General Election in September of this year. The result of the election is unknown as this is written.

The Union gave political donations of a sizable nature to Labour and the Greens in 2014.

The RMTU is a founding supporter of the left wing blog The Daily Blog and this remains to date.

LEGISLATION

The Union has submitted on a number of items of proposed legislation in Parliament.

The Union has also participated in a number of forums hosted by the NZCTU to develop joint submissions on draft legislation. The Union has also appeared before select committee hearing during the period covered by this report.

The Union has supported many rallies held by groups advocating issues of strategic importance to the Union and also rallies convened by other Unions.

BENEFITS OF MEMBERSHIP

NZ RAILWAY STAFF WELFARE TRUST

The Board operates under and in accordance with the trust deed for the fund. The board comprises 4 RMTU and 4 Employer nominated reps. Current RMTU reps on the Trust Board are Wayne Butson, Howard Phillips, and Sam Kahui together with Edgar Spark as a Group B rep.

RMTU Port members continue to be able to enjoy Group C membership of the Society at a reasonably nominal cost which enables them to take advantage of the extensive holiday housing network owned by the Society throughout New Zealand. There is room for improvement here though with only approximately 180 of our 600 port members signed on.

The board has deals that enable international fraternal Union members to use the larger complex facilities where a caretaker is based on-site (i.e. Paihia, Orewa, Mount Maunganui and Queenstown). Visitors must be able to speak English. International visitors will have full linen and cleaning service that will be reflected in the price charged. A positive spin-off of this arrangement has meant that domestic visitors now have a cleaning service option if they wish to pay.

During the period of the report the Trust has undertaken a rent review. This was triggered by a report which identified cross subsidisation was occurring from the general fund of property. Rents were increased to remove the subsidy.

Chris Ball is Manager of the trust. He will address this conference.

The Trust has commenced initial stages of a new complex in Napier as a continuation of its strategy for gradual and systematic upgrade of properties.

LOCOMOTIVE ENGINEERS TRUST FUND

Currently the Union Trustees are Bill Sweeney, Mike Williams and Wayne Butson. Wally Wallbutton resigned as a trustee during the period this report covers and the NMC wishes to record its sincere appreciation of Wally's efforts whilst a trustee on behalf of Fund members.

To date the uptake of new locomotive engineers into the fund has been less than desired. Roy Cowley the Board Chair will report to delegates during a Trust Fund session at this Conference. The Trust is in an extremely sound financial position with good returns on investment. The Trust Deed has been consolidated for the third time since the Fund's inception during the period of this report. A complex task.

Julia Harrison is Secretary to the trustees and the National Management Committee wish to acknowledge her work and the work of the Union Trustees during the year.

HARBOURS SUPERANNUATION PLAN & KIWISAVER FUND

The Union promotes this industry superannuation plan and KiwiSaver Fund and they continue to provide a vehicle for employees of Port Companies to participate in an employer subsidised superannuation scheme and for general members to be in a Union promoted KiwiSaver Fund with low overheads. The Plan has current assets of more than 50 million dollars under management.

The KiwiSaver Fund which is open to membership by any member of the Union. The KiwiSaver Fund performs very well.

The plan and fund is controlled by two employer Trustees, four Union Trustees and an independent Chairperson (David Stevens). The four Union trustees currently are Andy Kelly, Wayne Butson, Dion Young and Roy Cowley. The current employer trustees are Sara Lunam from Port Tauranga and Stephen Connolly from Port Otago. During the term of this report David Sharman from Port Taranaki resigned as an employer Trustee June 2013. Hal Upton resigned as a Union Trustee May 2014 and the NMC wishes to formally thank Hal for his many years of services on behalf of members.

Currently there is a drive to increase membership of the Plan and the Fund and promotional materials have been printed and distributed. Please promote them widely. With participating Port Company's any member joining is able to hook into a \$ for \$ subsidised super scheme up to 8%.

Leonie Stieller continues as Secretary to the Trustees and the Management Committee would like to once again acknowledge her work and the work of the Union Trustees during the year.

CONCLUSION

This has been another very productive two year period for the Union.

The NMC believes that the Union is meeting the needs of its members and is being administered and operated competently.

We look forward to a very productive 2014 – 2016.

APPENDIX M

Collective Bargaining 2014 – Impact of Proposed Legislative Changes

Geoff Davenport
Partner



Introduction

- Bill introduced to Parliament on 26 April 2013
- First reading – 5 June 2013
- Select Committee – 11 December 2013
- Second Reading – 19 March 2014
- Yet to have its third reading – but National has said it will continue with it
- Then comes into force four months after royal assent

Proposed Changes for Collective Bargaining

- Changing who can initiate – either party
- Removing duty to conclude agreement (sec. 33) and removing 32(1)(ca)
- Ability to “opt out” of MECA bargaining
- Ability to apply to ERA for determination that bargaining at an end
- Changes to strike notices and partial strikes
- Removing 30 day rule

Collective Bargaining – Initiation

- Currently unions able to initiate first – s. 41
- 60 days prior to expiry (vs. 40 for employer)
- 120/60 for multi-documents (vs. 100/40 for employer)
- Change – same time frames for both unions and employers – 60/120/60

Initiation (cont)

- No cross initiation – SFWU v Auck. DHB [2007] EC
- “Race” to the starting line? More options for employer to set initial agenda on scope of bargaining

Opting out of MECA bargaining notice

- Currently, if initiation is for MECA, employers required to participate
- New section 44A
- Ability, within 10 days to “opt out”
- If opt out – employer “ceases” to be a party to that bargaining
- “ceases” to have any further obligations in relation to that bargaining

Opting out – Questions?

- Even if employer “opts out” – can be fresh initiation for bargaining with that employer
- Possibility for that subsequent bargaining to include union claim that employer joins an existing CEA – see section 56A and NZEPMU v Witney (Epik Packaging) [2007] CA
- Will also depend on wording of the existing CEA

Bargaining itself – S. 33

- Repeal of section 33 – would no longer be obligation to reach agreement
- Change from Second Reading – a reason to refuse to agree can’t be “objection in principle”
- Use good faith - Note MBIE summary:
 - “Parties will still be required to bargaining in good faith with the intention of reaching an agreement”

Bargaining itself – s. 32(1)(ca)

- Repeal of section 32(1)(ca) – obligation to continue to bargain on other matters where parties at “standstill”/ “deadlock”
- Question – if reach impasse, for example, on coverage, or wages, is that it – does that mean bargaining can stop?
- In my view no – still have to consider and respond to all proposals – i.e. other parts of section 32 and good faith
- But will be area of debate and litigation

Bargaining itself - Strikes

- Strikes as from May 2013 require prior secret ballot – section 82A
- Bill proposes that notice must be given of all strikes (section 86A)
- Notices would have to include:
 - a start date and time
 - an end date and time or event (new)
 - withdrawal via a notice of withdrawal given at any time

Bargaining itself – Partial Strikes

- Process for deduction – either calculation or flat “10%”
- What is a partial strike – defined – section 95A – partial discontinuance; reduction; breach of agreement – likely litigation
- Ability for Union to request information on deduction; also ability to seek injunction

When does bargaining end?

- Presently, no process under the Act
- Difficult to determine – Ministry of Justice
- Proposed (section 50K):
 - Apply for determination from Authority
 - No “definition” for Authority to apply
 - But – must consider whether parties have attempted to resolve difficulties via mediation and facilitation
- Threshold likely to be high

Once have CEA – no more 30 day rule

- Proposed repeal of s. 62(2)(a)(v) and s. 63
- No more 30 day rule under the Act – so employers can offer IEAs
- Lower IEAs - incentivise joining the union
Higher IEAs – likely lead to allegations of undermining collective bargaining
- Contractual 30 days rules still enforceable? Important to retain them.

Conclusions

- A very significant number of changes
 - Will be increasingly difficult for unions to secure MECAs;
 - Partial strikes will become more difficult;
 - There could be more examples where parties don't conclude
 - Expect to see more aggression and stalling by employers
 - Good faith will be even more important

Conclusions

- Likely to be more litigation if these changes are implemented
- Need for RMTU to retain contractual clauses
- Need to use good faith
- Requests for compliance by employers, and our own paper trails will be important

