

THE ACTIVIST



Published Regularly - ISSN 1178-7392 (Print & Online) 11 March 2016

TRACK BALLAST STEEPLING – SAFETY ALERT

KiwiRail have changed the ballast profile, termed ballast steeping, to provide more support for the track in the hope of reducing the need for heat restrictions. Arguably this ballast change has not worked however ballast steeping has created a new hazard for Loco Engineer's (LE) that need to walk the train in areas with steeping. With steeping there is nowhere for the LE to walk as all the ballast is now under the train.

This hazard has been raised to KiwiRail for the last 18 months with no satisfactory resolution to date and no mitigations put in at all. The KiwiRail Industrial Council LE Reps have been discussing this issue and believe that an interim safety measure needs to be put in place until this hazard issue is resolved.

The interim measure proposed by the RMTU is as follows – "In areas with Ballast Steeping, LE's are strongly urged and advised to consider their own safety before the commercial needs of KiwiRail and to not leave the cab to walk the train unless a second person is provided to that location and is accompanying them so as to be able to contact emergency services and provide assistance should the need arise"



FIGHT ON IN NORTHLAND

All of you will no doubt have heard of the shadow looming over parts of the North Auckland Line (NAL). Our Branch members were taken as much by surprise as the rest of our members. The background: the only customer north of Kauri has not renewed

their log contract and has left our members in the north holding their breath as to the future of 50+kms of track and possibly some of our jobs.

The Northland Rail Branch Chairman Alby Barr and Track Industrial Rep Brad Claridge recently met with Peter Reidy and discussed this sorry situation in depth. It was established that poor consultation with the Branch had led to the members being rightfully angry.

As a result of the meeting it was agreed that a joint working party will be established to focus on a workshop in Whangarei to review;

- integrated rail and road strategies
- revenue growth opportunities available/and accessible.

As part of this Reidy is also considering basing a sales rep in the North for a time to secure business opportunities that maybe being missed. Kiwi Rail will look for wagon alternatives in the system to replace the aged and decaying rolling stock well beyond their use by date currently travelling the NAL.

A Grow Northland Rail campaign has been set up by local citizens passionate about Rail in our Region. A public meeting is set down for 4 April with all the main opposition political party's sending high ranking Leaders and other transport relevant MP's. Our GS Wayne Butson is confirmed, Kiwi Rail Boss Peter Reidy should be there also and gave an indication he was prepared to front up.

Pending large is we know that the customer at Portland wishes to tear up the sidings in the Portland rail yard with an intention to turn this into a trucking hub. To permit this to occur would be to shoot ourselves in the foot. The future of Rail relies on having rail

This is for the information and guidance of RMTU members only!

in the ground, so the branch members have voted not to participate in any work to tear out the track.

Our comrade Unions have pledged to assist and man a hard line picket if common sense doesn't apply. Of urgency is we expect Kiwi Rail get back to the negotiations table with the wood chip company and sort out a deal so the line for now has logs on trains. And looking ahead Rail want our cut of 'the wall of timber' in Northland and the way things are shaping on the political front we will get it or else!

You can follow the media coverage from these links below;

http://www.parliament.nz/en-nz/pb/business/qoa/51HansQ_20151020_0000004/4-kiwirail—northland-network-and-freight

http://m.nzherald.co.nz/nz/news/article.cfm?c_id=1&objectid=11597581

<http://www.radionz.co.nz/national/programmes/checkpoint/audio/201791262/rail-to-close-near-whangarei>

<http://www.newshub.co.nz/nznews/leaked-documents-reveal-northland-train-blunder-2016022914#axzz41WSZ5yxR>

It is times like this that we must all pull together and support those that are our voice as these decisions being made affect our members, our families, safety on our roads and the future of rail into the regions!

FOREMEN HEAD OFF RESTRUCTURE AT LYTTTELTON PORT

Lyttelton Port Company has avoided an expensive and potentially disruptive restructure by agreeing new manning levels and redefining the roles of its foremen in the Container Terminal.

Last May LPC threatened to restructure the Container Terminal operation, introducing a new 'supervisor' layer that would sit outside of both the RMTU and MUNZ collective agreements.

There followed a prolonged period of consultation which, given the RMTU only represent a minority of the foremen, proved to be a challenging process for all parties.

The RMTU foremen have been ably represented by Darrin Rhodes who has been supported by our Branch Secretary Heiner Benecke. The upshot is that management has backed away from introducing supervisors and the foremen will remain collectivised. There are some changes to the foremen's role and manning levels that should boost productivity which was LPC's main aim anyway.

As a union we're not against increasing productivity. Sustainable wage increases can only occur in an environment of increasing productivity. What we're against is productivity at the expense of good wages and conditions. A high skill, high productivity workplace is only possible with real dialogue between workers and managers. We've demonstrated this in KiwiRail with the Auckland productivity pilot project last year and that was one of the reasons we've worked so hard to establish forums for worker-management discussion at LPC.

We hope that everyone involved in the discussions at LPC understands this and will continue to have constructive dialogue.

WGTN TRANZ METRO OPERATIONS FROM KIWIRAIL TO TRANSDEV WGTN

For us, in many ways this is back to the future – another change in operators. Our goal however, is for our members to be the constant, and to continue to carry out the key work you do now. The RMTU will be doing all it can to secure ongoing employment for its members, on the best terms of employment we can achieve. The same or more favourable obligation in our collective means that the terms of employment with the new operator have to meet this test and be in the form of a collective agreement. We will fight tirelessly to protect this fundamental entitlement.

Also, in order for Transdev Wgtn and Hyundai Rotem NZ to be able to work through its processes, we have been advised by KiwiRail that it wants to transfer employee information and some personnel information to the new operator. Under the Privacy Act, the company needs to obtain individual consent for this to happen.



It is over to each of you whether you grant that consent, but we encourage you to give this your due attention because, as we say above, we want to secure ongoing employment for all of our members.

RENA TO REMAIN

What's left of the container ship Rena is to stay. The Rena struck Astrolabe Reef on Wednesday, 5 October 2011, at 2:20 AM while sailing in clear weather from Napier to Tauranga at a speed of 17 knots with disastrous consequences. The decision was made by an independent hearing panel and comprises 451 pages of commentary and conditions. Local iwi have announced plans to appeal the decision.

TRANSDEV AUCKLAND SECURITY

Following its creation at a full meeting of our Transdev Auckland members the new security group has met twice with the company in the last 2 weeks to discuss the improvements required to reduce the number of assaults and abuse to staff and customers on the Auckland Subby Network.

Train Managers have been authorised to ask to check tickets if they wish, an email address has been set up to help with reporting of incidents that goes through to the security manager and the Union member who is the chairperson for this new group.

There is a meeting planned for a shortened line up of this group to meet with both Auckland Transport (AT) and Transdev March 29 to hear the response from AT regarding the resolution passed at our meeting on 16 Feb and what steps they are prepared to take.

Members have reported good communication between LE's and TM's along with positive involvement from the Maori Wardens. This is a very serious issue and we need more serious action so this issue will be given the attention required to bring about change. There are agreements for when either the Maori Wardens or Amourguard Security are on-board but the message to our members remains the same - If it is not safe "Just Say NO"

NOTE: Transdev policy permits staff to use reasonable force to protect themselves and passengers. A staff member recently did take action to protect a customer and himself and Transdev's response was to dismiss him. The Union is litigating the case.

LIFEJACKET 4

A dispute has arisen at Port Tauranga in relation to a policy imposed by the Port Company that requires lines parties to wear life jackets whilst doing their job. The dispute is based upon the company action of giving 3 workers written warnings and 1 worker (our Branch Chairperson) a final written warning for not wearing the jackets when they say they were not aware that the wearing of the lifejackets was mandatory. As you all know this union is passionate about H&S safety but that is on the basis of full worker and union involvement in the development and implementation of said policies.

The parties have exchanged statements of problem and we are now awaiting a mediation date.

TROUBLE AT DUNEDIN RAILWAYS.

Taieri Gorge Railways has recently been rebranded as Dunedin Railways. It's a more accurate name given the company runs excursions on the KiwiRail Network as well as their own line up the Taieri Gorge.

Our relationship with the Company has, to date, been good. We've successfully re-negotiated collective agreements year in year out in a co-operative manner. When it could afford to - and this isn't an enterprise that is awash with cash - the employer has paid wage increases, and has always gone to some lengths to try and look after its lower paid employees. For their part our members have been more than reasonable in tempering their demands. Personal grievances and disputes have been non or almost non-existent.

All this recently changed when one of our members was singled out after filing an incident report and passing it on to the RMTU Health and Safety Representative. The catalyst for the incident report was our member's genuine concern at the apparent failure to correctly log radio traffic in relation



to a track occupancy issue in the Gorge. What followed can only be described as a witch hunt with the member summoned to what turned out to be an investigation meeting, with no forewarning or advice of her right to representation. Giving the incident report to her H&S representative led to an accusation of misconduct for 'posting offensive notes in the workplace'!

The RMTU is working through the matter and although management has dropped the latter charge of misconduct, they issued our member with a warning for an alleged breach of good faith. We have raised a personal grievance in relation to this and will pursue it with vigour.

We see management's actions as nothing short of intimidation and an attack on the fundamental right of a worker to raise health and safety related issues without fear of reprisal. Otago Rail and Canterbury Rail Branch members signed a petition in support of our member and we organised a picket at Dunedin railway station this week. The picket was supported by Unions Otago and saw representatives of the Nurses' Union, Unite, the PSA, Etu, MUNZ, and the Dairy Workers' Union standing alongside our members.

This received considerable publicity and was, we feel, instrumental in getting management to drop the misconduct charge.

It's a pity that a cordial, productive employment relationship has been jeopardised by such high handed management behaviour. The next step is for the Otago Rail Branch to meet and discuss our options. Dunedin Railways is wholly owned by Dunedin City Council and we are sure that councillors will share our concern at a worker in such a dangerous industry as rail being subject to intimidation and persecution for raising a genuine concern around health and safety.



International
Women's Day

REQUEST FOR ALL BRANCH AGM's

The Union Women's steering committee requests that all Union branches pledge to;

- Get more involved in the women's network.
- Attend your AGM and take an RMTU sister with me.
- As per union rules, ensure a woman is on the local executive.
- Ask your organiser to participate in delegate training.
- Join the RMTU Women's facebook.

Together we will make a difference. For more information please contact your RMTU Steering Committee.

Ruth Blakeley - NMC Women's Representative. (027) 460-0504

Jenny Griffin - Wellington (027) 490-5255

Lisa Davidson - Palmerston North (021) 210-7197

Allana Ranui - Kawerau (021) 103-7663

Rachel Barrett - Auckland (027) 487-1436

Pare-Ana Bysterveld - Christchurch (027) 045-50736

Rebecca Hauck - Dunedin (021) 256-6486

KIC COUNCIL BALLOT RESULTS

Ballots for the KiwiRail Industrial Council Northern Locomotive and Train Control Signal Box Representative closed on Friday 4 March 2016 at 5pm and the ballot was counted in the National Office today. The results are as follows:

LOCOMOTIVE NORTHERN REP

The result of the ballot between Tim Kerwin and Paul Stirling is as follows:

Issued	154
Returned	73
Invalid	0
Overall Return Rate	47.40%

KERWIN, TIM	45	61.64%
STIRLING, PAUL	28	38.36%

Congratulations Tim and thank you Paul for standing.

TRAIN CONTROL/SIGNAL BOX REP

The result of the ballot between Michael Graham and Peter Kaiwai is as follows:

Issued	68	
Returned	45	
Invalid	0	
Overall Return Rate	66.18%	
GRAHAM, MICHAEL	28	62.22%
KAIWAI, PETER	17	37.78%

Congratulations Michael and thank you Peter for standing.

(The term of office for the roles is the balance of the 2 year electoral term to early 2017).

LABOUR DEFEATS ZERO HOUR CONTRACTS

Changes demanded by Labour to new workplace legislation have resulted in the banning of zero hour contracts, Opposition Leader Andrew Little says.

"National was forced to seek Labour's support after United Future and the Maori Party echoed our concern that the Employment Standards Legislation Bill in its original form would entrench, not stop the exploitative practise of zero hour contracts.

"An amendment put up by Labour will stop employers demanding workers be available for work without an agreement giving them guaranteed hours.

"This will be welcome news for those workers who have been forced to sit by the phone and sometimes left with no work to show for it.

"Employers, including Business New Zealand, have told Parliament there is no need for zero hour contracts.

"Our Workplace Relations spokesperson Iain Lees-Galloway and the unions have worked tirelessly to highlight these

exploitative contracts and push the Government to end them.

"Today is a great day for all workers and the 56,500 New Zealanders who joined our campaign to scrap zero hour contracts," Andrew Little says.

INFRASTRUCTURE AND ASSET MANAGEMENT "STANDARDISATION EXERCISE"

With impeccable timing KiwiRail embarked upon this just prior to Christmas – thereby ensuring people were distracted by yet another restructure in the networks area. This sort of thing doesn't help productivity at what is a very busy time of year for our members who maintain the track and network.

The decision around staffing levels was announced in late January after our delegates had put much effort into pointing out the fallacy of reducing structures gangs and so forth. To their credit management did listen and revised their thinking.

Not so, however, in Palmerston North where the heaviest blow fell and 15 jobs were "disestablished". Elsewhere it was largely a question of reconfiguring the gangs so they are "multi skilled". Questions remain however, for example, whether it's viable to do de-stress work with small gangs.

One thing we did learn from the process is that KiwiRail is so strapped for cash that some lines are in a state of "managed decline". This, at a time when the road transport lobby is demanding even longer, heavier and higher trucks on our roads. We know that the Stillwater-Ngakawau, Napier and the Northland lines are only being maintained to a standard that KiwiRail acknowledges will result in deterioration.

The fault for this lies with the National led Government that seems to think changing the flag is more important than maintaining and improving vital infrastructure amongst other things.

WORKERS MEMORIAL DAY – 28 APRIL

International Workers Memorial Day is 28 April 2016. The day is about remembering those workers, especially RMTU members, who have been killed whilst at work.

In 2016 the international theme for the day is Strong laws, strong enforcement, and strong unions. Workplaces where people work together in Union to push for a safer work environment have better health and safety results than non-union workplaces.

All Branches are asked to commence formal arrangements for services at memorial sites.

All members are requested to attend a memorial service organised near them.

As usual we ask all members to stop what they are doing at midday to “Mourn the dead – Fight for the living” and to think about how important personal safety is to us all and the importance of going home safe at the end of our days’ work.

As usual we will be requesting Rail employers to approve all train and other operations stopping at midday on the 28th for 1 minute.

Please advise us of all services to be held on the day?

JUST AND FAIR CULTURE SEMINARS KICK OFF IN HAMILTON AND WELLINGTON

The Just and Fair Culture project has been bubbling along for a long time now but has finally started to yield fruit in the shape of joint RMTU and KiwiRail for managers and delegates.

The training is provided by KiwiRail and RMTU staff and gets delegates working alongside managers, working through how were respond to incidents and looking at both the systems that are supposed to keep us safe as well as at the behaviour of workers.

There is a good theoretical basis to the training, examining Incident Causation Analysis Methodology (ICAM) and the

“Swiss Cheese Model” before moving on to practical examples.

To date we’ve held seminars in Hamilton and Wellington and the response has been good. Both delegates and managers say they’ve learned plenty and enjoyed the training. Having RMTU representatives and managers trained in the same methods should ensure there are fewer arguments when it comes to deciding whether it was the system or the individual who was at fault after an incident. That’s good for our members and good for improving safety.

Seminars are to held in Palmerston North, Auckland, Christchurch and Dunedin in coming weeks.

SUPPORT PSA MEDIATOR MEMBERS

Please sign and share this petition (<http://www.actionstation.org.nz/supportjobs>) in support of PSA members working as workplace mediators in Palmerston North, Napier, Tauranga and Dunedin.

The mediators, who work for the Ministry of Business, Innovation & Employment, have been told that their jobs will be contracted out to private providers and MBIE will no longer have mediators outside of the 3 main centres.

Mediators do crucial work helping to resolve workplace issues, providing quick and impartial support for employers and workers to help reach agreement when there’s a problem at work.

Additionally, it is important that the public service helps to provide quality, secure jobs in the regions to show young people that they don't have to leave home just to get a good job.

HUTT WORKSHOP’S BUSINESS PLANNING UNDERWAY

The Hutt Workshops High Performance High Engagement (HPHE) Project Team has started back in 2016 with the same vigour it had before the Christmas break.

The Team is building a joint business plan for the future of the Hutt Workshops and one of its first tasks this year was to confirm its



purpose statement and objectives. The purpose statement is: "How can we enhance the Hutt Facility as an engineering centre of excellence which is an integral part of the whole-of-life care of rolling stock assets?"

Underpinning the statement are five strategic objectives which will help build and evaluate the business plan:

- To be a modern, healthy and safe environment
- To provide a secure future for employees
- To provide a robust and compelling business plan
- To have sufficient people, skills, tooling and infrastructure to meet KiwiRail business requirements
- To ensure Hutt is an efficient and integral part of the KiwiRail maintenance task.

RMTU Branch Chairman and HPHE Project Co-Lead Phil Bosworth says it's been pleasing to get a purpose statement and objectives that will put the Hutt Workshops back at the heart of KiwiRail's heavy engineering capability. "One of my biggest drivers to step up as a Union Delegate is to ensure that there is opportunity for the next generation of Kiwis to get oil and grease under their fingernails in the Hutt Valley."

Since the Christmas break, the HPHE Team has also been receiving business briefings, and working through financial and performance information relating to the Workshops. This has included a customer perspective briefing from KiwiRail Sales and Commercial which acknowledged that the Workshops are delivering a quality, cost effective and on time product.

RMTU MEMBERSHIP DATABASE UPDATES

The RMTU membership database is an important tool in contacting Union Members or ensuring members are kept up to date

with the latest information. We are concerned at the number of "unknown" or "return to sender" envelopes returned to National Office as part of this year's officer elections. We remind members that if you wish to exercise their rights and participate in the decision making aspects of the Union they should ensure they inform National Office of any change of address or contact details as soon as possible. This includes any change of designation or employer.

Branch Secretaries hold "update of membership forms" that you can post or fax in or alternatively for immediate action members are reminded to utilise the update of membership details link on our website www.rmtunion.org.nz.

For example – All national Union elected positions are up for election this year and so there may be votes conducted by mail. If we have the incorrect address info you will not get a vote as you will never receive a voting paper. **Update now!**

ARATAKI 2 – REMOTE CONTROL SYSTEM

The Cattron remote system for shunt locomotives is due for replacement for a number of reasons which include the manufacturers support ending in a couple of years and new radio signal band requirements. KiwiRail are therefore introducing a second Arataki remote system on locomotives that currently have Cattron.

Initially it was believed that new version of Arataki (A2) would be the same user experience for RCO's as Arataki 1 (A1) but this has proved not to be the case. The engineers will continue to work on aligning the A1 and A2 but there is a way to go. It is fair to say that most would agree that the initial introduction of an A2 fitted loco did not go well. It resulted in two branches banning the A2 fitted loco and strong concerns from the third branch that it was sent too. KiwiRail decided to form a workgroup to get the A2 project back on track.

A representative group made up of the terminal KIC reps, Engineers, Management, ER, Project managers and training was put

UPDATE
YOUR
DETAILS!



together to work on the A2 project using the 'interest based problem solving' approach.

To date the work group has met three times in Wellington. All aspects of introducing A2 are being discussed including training for RCO's and Mechanical Engineers, deployment, a comprehensive risk assessment and most importantly making sure the A2 fitted shunt locomotives are fit for purpose before being sent to Terminals. To make sure these loco's are fitted for purpose, the first two A2 loco's will have a structured 'shakedown' period of use in the Wellington Freight Terminal.

ASBESTOS REMOVAL LICENSING

Current regulations governing the removal of Asbestos containing materials (ACM's) have individual workers issued a certificate of competency when they have two years of industry experience and successfully complete a practical assessment. Their employers are not required to have any special expertise so the onus for carrying out asbestos removal work in a safe manner rests with individuals. This is wrong.

The new regs will scrap this system and instead companies involved in ACM removal will have to be licensed. The asbestos regulations needed an overhaul and these changes will help lift industry performance and management. The RMTU along with other groups continues to seek a total ban on the importation of asbestos and any product containing asbestos.

TRANSDEV AUCKLAND BARGAINING

The CA expired 1 July 2015 and we have been in bargaining since. The latest offer from Transdev is 2.8% year 1 and 2.5% year 2 with a statement that they cannot afford to pay any more. The Bargaining Process Agreement (BPA) signed by the parties provides for the Company to open the books if such a claim is made and the RMTU team has called Transdev on this point. The RMTU has nominated an

independent financial reviewer and Transdev has accepted her nomination. The BPA states that the RMTU and Transdev will "share" the cost of the review. The reviewer is expected to meet with Transdev and the RMTU next week.

DRIVER ADVISORY SYSTEM (DAS)

Concerns are being raised by LE's over DAS compliance and KiwiRail raising the threshold from 75% compliance to 85% or beyond by stealth. At the DAS presentations to LE's last year in every depot, LE's were clearly told the compliance level set was 75% but now we are hearing otherwise. Regardless of what the threshold is, overzealous compliance that will lead to some LE's obsessing about their scores will create increased risk, KiwiRail knows this. The Human Factors expert, Karl Bridges clearly stated this in his report commissioned by KiwiRail on DAS. Most LE's if they think DAS is not operating correctly will just turn it off and drive as usual. Some will keep restarting DAS many times to try and get it to work, our advice is to go for the first option and turn it off and focus on driving the train safely. It is better to not use DAS and get home safely then wrongly try and get DAS going and end up being distracted and having a SPAD or worse.

DAS is an advisory system and not an authority. DAS is not essential to running a service.

MINIMUM AND LIVING WAGE RATES ANNOUNCED

Monday 29 February saw the new rates announced for both the minimum wage (\$15.25 / hour from April 1) and the living wage (\$19.80 / hour by July 1).

The Government's decision to increase to the minimum wage by 50c per hour, along with a 40c increase to youth rates (\$12.20 / hour from April 1), was called inadequate by the RMTU, with Wayne Butson saying "\$15.25 an hour still leaves many New Zealand families struggling to cover even the most basic costs".

Meanwhile, the 2016 Living Wage, defined as the minimum required to live a good life, pay



your bills and participate in society, was announced as \$19.80 / hour. The RMTU plays a supportive role in Living Wage Aotearoa New Zealand.

MECHANICAL INDUSTRIAL COUNCIL UPDATE.

- There is a clear instruction for Local Consultative Councils (LCC's) to be meeting fortnightly at a regular time slot, this works well at the Hutt workshops but needs to be improved around the depots.
- It was agreed that members of the MIC are to be part of a working party to review Rule 126 Lock out procedures. As this spreads across other councils
- Despite many members reporting that the MMIP seems to have vanished KiwiRail management maintain it has been successful, the Delegates have requested and agreed to have information posted in your locations where the improvements and benefits have been made.
- At Westfield the members have proactively created an off-shoot of the CIP the "Just Do It" team. The focus of this group is to get those here and now improvements done with the local manager rather than putting it into the CIP and it getting lost under the big ticket items.

FONTERRA PAY-OUT DROP AN \$8B DISASTER FOR RURAL NZ

Fonterra's forecast payout has more than halved in two years, creating an \$8.2b hole in the economy – which must finally be a wake-up call for National, says Labour's Finance spokesperson Grant Robertson.

"The fall in the payout means it will be approximately just \$7b, a fall from \$15b two years ago. This will put real pressure on rural communities and farmers that are struggling to cope with high debt levels and three seasons of a low payout.

"It could push more farmers to the brink of bankruptcy. That will cause real damage to their communities.

"The Government has known about this for two years. But they have just sat on their hands. There is a global milk glut and no guarantee that prices will return to profit level in the medium-term.

"This shows the real danger of not diversifying the economy. National should have prepared the country for the downturn in milk prices but instead they encouraged more dairy conversions.

"Even Landcorp has finally realised there have been too many dairy conversions and the economy isn't diversified enough. It's time for the Government to take action.

"National needs to bring forward more infrastructure projects and diversify the economy away from dairy and the Auckland housing market to help prepare New Zealand for a challenging year.

"New Zealanders need a government that is an active partner in growing the economy and preparing for the future, not the bunch of distracted bystanders we currently have," says Grant Robertson.

FUTURE OF WORK CONFERENCE

The Labour Party is hosting this just before Easter. Members may have seen there is increased talk in the media about the next wave of automation and the impact this will have on jobs and work. One study by the Oxford Martin school, has argued that 47% of jobs in the US are susceptible to automation now and the figure will only climb higher as information technology further develops.

The transport sector is very much in the news with the British talking about piloting driverless trucks on their roads, as is retail and other service industries.

The British Labour Party has woken up to this:

<http://www.theguardian.com/commentisfree/2016/mar/08/robots-technology-industrial-strategy> and the Labour party here are also mindful that we may be on the cusp of another industrial revolution that could affect how we all live and work.

Union Vice-President Howard Phillips and Organisers Stu Johnstone and John Kerr will be attending the conference and will report back in the next issue of "The Activist"

CAF BARGAINING

CAF are the Auckland subby train manufacturer and maintainer. We are bargaining to establish a collective agreement with CAF.

A progress report back meeting to members employed by CAF at the Wiri Depot is planned for March 14 to report our progress over the last 2 bargaining sessions with CAF and their advocate Peter Elder. Trebling our membership during negotiations has been very positive and we have 1 item to resolve before we can go to a ratification vote with members.

IXOM

The Morrinsville Collective has been signed off, congratulations to Kurt and the team for staying strong to get their settlement.

We have initiated bargaining for the Ixom Mount Collective Agreement.

NOW ONLINE - WORKER ENGAGEMENT, PARTICIPATION AND REPRESENTATION - GOOD PRACTICE GUIDELINES

WorkSafe has now released the GPG on Worker Engagement, Participation and Representation. The guide has come a very long way since the public consultation phase in October/November last year. Aside from it being about half the length of the previous version, you'll see a much greater appreciation of the role of workers, HSRs and unions in workplace health and safety.

You can find it here: <http://www.business.govt.nz/worksafe/information-guidance/all-guidance-items/worker-engagement-guide>

This guide will be followed quite soon by an "Interpretive Guide" focusing on H&S Reps and Committees. The NZCTU are currently working closely with WorkSafe on it. We will circulate the guide when it is released.

CUSTOMERS WANT CLEAN TRANSPORT, SAYS KIWIRAIL

The Emissions Trading Scheme should be strengthened to help to shift freight on to more climate-friendly forms of transport, KiwiRail says.

In a submission on the first round of the Government's review of the ETS, the state-owned rail company says that while businesses are increasingly interested in choosing environmentally sustainable transport, the ETS has done little to reduce the 20 per cent of New Zealand's greenhouse gas emissions that come from transport.

C3

The Tauranga negotiations are moving along at a reasonable pace as we have broken into work groups to hammer out resolutions to the various claims.

Bits and Bobs

- Port Chalmers continued its unique record of first's with the departure of the Laust Maersk at 13.5metres draft. Port Chalmers is the deepest container port in NZ. A dredging programme is currently underway to clear the channel to a depth of 14 metres.
- We have given notice of initiation of bargaining for the Fluidex Mount Collective Agreement.
- As reported elsewhere in this issue the I&AM KiwiRail lower NI restructure has been a difficult process. We can report that we ended up with two redundancies at Networks, one compulsory and one voluntary. KiwiRail Mechanical also undertook a restructure in Napier and the result was one voluntary redundancy and one redeployment to Palmerston North.

LET'S BE SAFE OUT THERE & REMEMBER.....

SAFETY FIRST!

