

THE ACTIVIST



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HAPPY NEW YEAR TO YOU AND YOURS!

This is the first issue for 2018. This year promises to be a very busy and full on year for all of us.

We have a number of our bigger Collective Agreements expiring this Year. The main Rail industry KiwiRail MECA being the largest.

ALERT - SOCIAL MEDIA

Social media use appears to be growing and many people put a lot of personal information in their profiles. A quick search for advice on social media privacy informs that too much information can lead to hackers and identity theft.

The real concern we have is that if you have your employer stated in your profile then any interactions that you believe are just coming from you may also include your employer when someone checks your profile. This may then breach an employer's IT policy and potentially put employment at risk. Restricting access to profiles maybe one way around it but not listing your employer at all is probably the best.

TRANSPORT WORKER ISSUE 1 2018

Contributions, Branch Notes, Pictures and letters to the editor must be received and acknowledged in Union Head Office by 12

February 2018! Surveys have stated time and again that the most widely read and popular item in our Union Magazine is the Branch Notes. Let's get a set from each and every branch this year please. The actual scribe can be anonymous but the branch officers must sign off on the notes. The editor of course reserves the right to edit upon receipt for all the obvious reasons like defamation etc.

CAMPAIGN TO KEEP AUCKLAND TRAINS SAFE GATHERS MOMENTUM

The RMTU is meeting with the Passenger Transport Users' Association next Wednesday to discuss arrangements for a public meeting about Driver Only Trains. We expect this public meeting to take place in March and to involve representatives from Auckland Transport, Councillors and local Members of Parliament, Transdev, the RMTU and disability, women's and students' groups. This will be an opportunity to debate the issue of driver only trains in public.

Auckland Transport have signalled that they wish to improve the relationship with the RMTU and have asked to have an informal discussion with a view to beginning this process. AT have made it clear that they do not want a relationship with the RMTU that is like that we have with Transdev and are prepared to work to avoid that. For our part, we are open to this approach and delegates have agreed to meet with AT next Wednesday 31 January.

The RMTU is looking to hold a meeting for members who want to discuss our campaign

ALL aboard!
Staffed trains are safe trains

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

early next week i.e. the week of 29th January in order to report back on the state of play and to organise lobbying and so forth of key local politicians. Further details will be provided via text and social media.

TRANSDEV WGTN – HYUNDAI ROTEM BARGAINING UPDATE

Prior to the Christmas/New Year break up the parties agreed that they should endeavor to issue joint communications in relation to the bargaining. On 22 December the parties met and the following joint statement was agreed and the employers were to issue the notice;

"The parties met yesterday in a further mediation session focused on rebuilding and normalising the relationship between the RMTU, Transdev Wellington and Hyundai Rotem. The framework for transactional interaction between the parties in the employment relationship was discussed. The current framework of the THRIC, LCC's, HASAT, SPAD and Uniform Committees was seen as fit for purpose but it was felt that they would benefit from having clear terms of reference developed and enacted to guide their work. The parties also resolved that a peak body of a Governance Group would be formed which would have 3 employer and Union reps each would assist in ensuring that there are no surprises to either party and that engagement was occurring in the correct forum depending on subject matter. The parties will work on the above terms of Reference in the New Year.

The parties also discussed the current wageround. It was agreed that further work needs to occur on the Scale 1, TXO's and Team Leader pay and progression scales and that once these are finalised that the parties will focus on finalising a Terms of Settlement (TOS) to be presented to members. This work will commence as soon as possible in the New Year.



The Union and employers wish all staff/members a safe and Happy Holidays."

Regrettably this agreed joint notice was not issued by the employers. Despite a number of requests from the Union the "Further work" above has also not occurred. This is not satisfactory as both the Union and employers negotiation teams are keen to make real and meaningful progress on behalf of members and to reach a conclusion to the bargaining. We are keen to get on with finalizing this wageround and hope that we will make progress over the coming weeks.

EMPLOYMENT RELATIONS AMENDMENT BILL SUMMARY

The Labour led Government has this week introduced into Parliament the following employment law changes. It is envisaged that the changes will come into effect by 1 January 2019. This is the first tranche of employment law changes expected to be undertaken by the Labour led Government in its pursuit of greater equality of bargaining power, bargaining outcomes across industries and workplace rights in NZ workplaces

Rights for employees

These modifications are largely roll-backs of the previous Government's changes which weakened employees' rights at work:

- Restoration of statutory rest and meal breaks. These will be subject to a very limited exception for workers in essential services who cannot be replaced (such as air traffic controllers).
- Restriction of 90 day trial periods to SME employers (less than 20 employees). This balances the insecurity of 90 day trials to workers against keeping barriers to hiring low for small businesses.
- Reinstatement will be restored as the primary remedy to unfair dismissal. This was infrequently used but recognises that in some

circumstances the best outcome is for the employee to return to work.

- Further protections for employees in the "vulnerable industries" (Part 6A). These changes repeal the SME exemption from coverage, provide more time for employees to decide whether to transfer to a new employer, and provide greater safeguards on transfer of inaccurate information.

Collective bargaining and union rights

Most of these modifications are roll-backs of the previous Government's changes:

- Restoration of the duty to conclude bargaining unless there is a good reason not to. This is complemented by repeal of the process to have bargaining declared over.
- Restoration of the earlier initiation timeframes for unions in collective bargaining.
- Removal of the MECA opt out where employers can refuse to bargain for a multi-employer collective agreement.
- Restoration of the 30 day rule where for the first 30 days new employees must be employed under terms consistent with the collective agreement.
- Repeal of partial strike pay deductions where employers can garnish wages for low level industrial action. Employers have deducted pay for actions such as wearing t-shirts instead of uniforms.
- Restoration of union access without prior employer consent. Union access will still be subject to requirements to

access at reasonable times, and places having regard to business continuity, health and safety.

New proposals are:

- A requirement to include pay rates in collective agreements. This is based on recent case law. Pay rates may include pay ranges or methods of calculation.
- A requirement for employers to provide reasonable paid time for union delegates to represent other



workers (for example in collective bargaining)

- A requirement for employers to pass on information about unions in the workplace to prospective employees along with a form for the employee to indicate whether they want to be a member.
- Greater protections against discrimination for union members including an extension of the 12 month threshold to 18 months relating to discrimination based on union activities and new protections against discrimination on the basis of being a union member.

NEGOTIATIONS WITH TRANSDDEV AUCKLAND COLLAPSE: RMTU TO COMMENCE BALLOT ON INDUSTRIAL ACTION

The negotiation team met with Transdev on 24th January, Auckland Transport had a representative in the room as an observer.

The RMTU communicated members' unanimous rejection of Transdev's offer for settlement that was



tabled before Christmas and put to members at our meeting at Britomart on 19th December.

Transdev stated that while the offer they made Christmas remains on the table, we were the ones with the 'problem' and that the 'ball was in [our] court'.

The RMTU negotiating team found this to be provocative and inflammatory and indicated that we were prepared to engage in discussions around alternative models of running the network during the currency of any collective agreement where there was agreement that DDO/DOO would not be introduced. Deals have been struck with ASLEF and the RMT with train operators in some parts of the UK that have retained guards on the trains and we envisaged exploring a similar approach.

The RMTU proposed a two year collective agreement with no DDO/DOO during currency and discussions around alternative models as part of engagement via the Industrial Council. This was rejected.

Accordingly the RMTU negotiation team informed Transdev that we would commence balloting members on industrial action from the week beginning 5th February.

HPHE @ HUTT WORKSHOPS

Member involved in the HPHE project at Hutt Workshops are preparing for the Board and KiwiRail Executive to visit the workshop mid-February. This visit is for the KR Board and executives to receive a presentation on the projects the HPHE team have been working on to date and where the HPHE team want to take Hutt Workshops into the future.

LPC BARGAINING GETS FRACTIOUS

After six and a half months and nineteen negotiation meetings together with

countless hours work by delegates, particularly in Mechanical Maintenance and Marine Services, negotiations with LPC have stalled.

On 18th January LPC tabled an offer that fell so far short of delegates expectations that it was received as an insult. For example, there was a proposal to pay mechanics, boilermakers and fitters only 50c/hour to change their roster and move to one that that would reduce weekends off and access to overtime. Furthermore, despite openly admitting that the changes negotiated with MUNZ with regard to the Container Terminal hours of work may prove to be unworkable given the employer's responsibilities around fatigue management, they are insistent on making their pay offer to RMTU cargo handlers contingent on accepting these hours of work provisions

There has a flat rejection of other key RMTU claims which has proved inflammatory, particularly in light of recent publicity around the \$1 million pay packet of the CEO.

At a full membership meeting on 25th January the following resolutions were passed unanimously:

- This meeting of RMTU members employed by LPC and covered by the expired Waterfront Collective Agreement rejects the Employer's position in bargaining as tabled on 18th January and
- Calls upon the RMTU to ballot members on up to 14 days strike action if no meaningful progress is made in collective bargaining on 26 January

The RMTU bargaining team met with LPC on Friday 26th January and explained what it would take in order for us to report that meaningful progress had been made. This involved putting a negotiating position to the employer on which we required progress. To our regret NO progress was made during talks with LPC and accordingly we will balloting on industrial action.



There will be a full membership meeting of those RMTU members covered by the wider 'Waterfront' collective agreement in order for your negotiation team to report back and to conduct a ballot as per the law and RMTU rules:

**Thursday 15th February 2018
1400-1600 - Venue to be advised**

LPC have advised they will write to us by close of business on Wednesday 31 January with a 'bargaining position'. They said they cannot say if this will represent any improvement on that position tabled on 18th January and rejected by members, or indeed if it will be any different.

This sums up the whole tenor of the days bargaining today. No movement on the part of the employer, no indication that movement may even be possible. After 6 ½ months and 20 meetings we have made very little progress indeed.

CAF COLLECTIVE VARIATION

CAF are the Auckland subby train manufacturer and maintainer. We have a collective agreement with CAF.

CAF informed the Union that it has reviewed the low retention rates amongst our Warranty & Maintenance Technicians. As a way to respond to this, the Company proposed to increase the pay rates for the Technicians, by way of a variation to the current collective agreement. There will also be a further 1.9% increase on 1 April 2018 (as agreed in the collective). CAF stated it has no hidden agenda. It simply wishes to increase its Technician retention rate, and demonstrate that they are listening to them.

The members ratified the variation offer and it was signed this week.

NEXUS – KIWI RAIL LOCOMOTIVE PROCUREMENT PROJECT.

To improve future locomotive procurement, KiwiRail have formed Nexus. Part of this project is visiting locomotive supplier factories, maintenance providers and other companies that have purchased from the

manufacturers that KiwiRail are evaluating. One trip took place last September – October to European suppliers and the next trip is to China, Japan and Indonesia and is planned to leave mid-February. The Diesel Super Shunt (DSS) is top priority. DSS would replace the current DSC and DC locomotives and Diesel South Island (DSI) would replace the DX locomotives.

Marty Duncan, Southern KIC Terminals Rep, John Evans North Island Depots MCC rep and Steve Stringer Canterbury Rail Branch LE rep went on the first trip and for the second trip Luke James South Island MCC rep will replace John Evans.

CONFERENCE ATTENDANCE

Wayne Butson and Auckland National Management Committee (NMC) member Bill Sweeney will be attending The International Transport Workers Federation (ITF) Inland Transport conference in London on 20 and 21 February. The RMTU is a longstanding affiliate of the ITF. Urban Transport is the forum for discussing public transport operators and issues. An underlying factor in the RMTU attendance is to seek support for the creation of an action group to deal with Transdev on a global basis. Worldwide Transport Unions in a number of countries are experiencing workplace difficulties with Transdev. The attendance is to seek solidarity assistance from the ITF family of Unions on a global basis. Currently we have major disputes with Transdev in both Auckland and Wellington and there are struggles raging in Korea and the US.



CALL FOR NOMINATIONS – KIWI RAIL INDUSTRIAL COUNCILS – 2 CASUAL VACANCIES TO FILL

The Joint KiwiRail Industrial Councils have governing terms of reference signed by the Union and KiwiRail Ltd. They are intended to be the escalation centre for industrial issues which arise during the course of the employment relationship on a day to day basis which have not or cannot be resolved at a local or branch level or issues that have national significance.



The term of office is 2 years.

Brad Claridge has obtained a promotion within KiwiRail and has resigned from his **KiwiRail I & A Industrial Council Infrastructure Track Worker** position. As a result a casual vacancy exists. We wish Brad well in his promotion within the company and thank him for his effort on behalf of members during his time on the Council.

Tim Kerwin has resigned from **KiwiRail Freight Industrial Council Locomotive**

Northern and from KiwiRail. Tim has taken up employment with another rail business. As a result a casual vacancy exists. We wish Tim every success in his new role with Glenbrook Railway and thank him for his tireless effort whilst on the Council and in other Union roles on behalf of members.

Position Description(s):

Infrastructure Track Worker position

If you are employed by KiwiRail I & A as a track worker/maintainer (other than leading) anywhere within NZ then you are eligible for nomination for this position.

Locomotive Northern

If you are employed by KiwiRail Ltd as a Locomotive Engineer in the Northern Freight Region (Northland, Auckland, Bay of Plenty, Waikato and King Country) then you are eligible for nomination to this position.

Nominations are called for the vacant position(s) and MUST be in writing on the official Nomination Form and contain the signed consent of the candidate, be proposed and seconded by financial members (Rule 1) of the Union from the equivalent industry designation or operating area/sector.

Official Nomination Forms are available on the RMTU Website www.rmtunion.org.nz or from the National Office by calling 04-499-2066, or emailing office@rmtunion.org.nz

Correctly completed nomination forms must be received by the National Returning Officer at the National Office of the Rail & Maritime Transport Union, PO Box 1103 Wellington 6140 no later than **1700 hrs. on Friday 23 February 2018.** You can also fax the completed nomination form to 04 4710896 or scan and email to admin@rmtunion.org.nz or office@rmtunion.org.nz and ensure you get an acknowledgement of receipt please.

Members and branch returning officers are advised that in the event that there is more than one nomination for any position, a postal ballot shall be run out of the National Office by the National Returning Officer.



**PORT CHALMERS
BACKPAY**

In April 2016 the Company advised all staff via email that it would be doing an extensive audit of leave calculations with their provider PayGlobal to ensure that they have been calculating holiday pay correctly for annual leave purposes. This involved working with Payglobal to build a model and check that all the relevant allowances applicable to members/workers annual leave calculations.

The audit has taken some time to get the data collated and codes corrected to calculate the holiday pay but it was recently all sorted. The audit has gone back over six years calculating if there has been an over or under payment and some staff have been underpaid which was mainly due to profit share payments not being included in the leave calculations. The company made a special pay run to pay any amounts owed.

It is of Note that other employers are also still undertaking Holiday Pay audits to ensure compliance. KiwiRail has made voluntary disclosures to Mbie in relation to their payment methodology so we are awaiting the outcome of that with interest.

D&A TESTING

Transdev Wellington has advised of their intention to introduce Saliva Testing as part of the random testing regime. Urine testing will be used for post incident and reasonable cause testing. The RMTU welcomes this approach as it is Union policy to have saliva as the standard precursor test for all members. A number of Port Employers use saliva testing however we have always been advised by KiwiRail that NZTA would not permit saliva testing in the rail industry. Clearly this is no longer the case with Transdev Wellington implementing saliva and so we now need to focus on getting KiwiRail to move to saliva for the prescreening initial test.



for the whole shift when its cancelled on a public holiday (including shifts straddling in/out of a public holiday)

There is still disagreement between the definition of footplate time – KiwiRail believes footplate time limits are for master and mini roster construction only and the RMTU reps believe day of operation footplate time is relevant as well.

This ROM will also include a paragraph to review the ROM S3 when or if the Professor Philippa Gander report 2016 is adopted.

KiwiRail are compiling the agreed outcomes from the review team in preparation for ratification by both KiwiRail and the affected

RMTU members. RMTU ratification is in accordance with the MECA variation provisions.

KIWI RAIL ROM S3 - UPDATE TO MEMBERS

The last meeting of the KiwiRail/RMTU Rail Operating Section 3 (ROM S3) review team was held in Hamilton 29/30 November. This review team has been in place for two years so we are all keen for the review to be complete and ROM S3 updated and ratified. The current ROM S3 was updated in 2005.

Improvements to the ROM S3 include –

- specifying RMTU Roster delegate release to complete and submit any counter proposals.
- updating and/or definitions for GORP, MSDP, Preferences, Busts, Home rostered time and Level 6 at risk shifts
- shift rotation - Backward rotation parameters for 0001 – 0700 periods as the October 2016 memo, insert limits for backward rotation for shifts commencing 0700 – 2359.
- amendments to the At Risk matrix with better definition and removing the “Day of Operations” column
- Job cancelled – a new notice period for opting out of working public holidays – 14 days prior to the start of the fortnight, confirm KR will pay

MINIMUM WAGE TO INCREASE TO \$15.75

The minimum wage will increase by 50 cents to \$15.75 an hour on 1 April 2017, Workplace Relations and Safety Minister Michael Woodhouse announced today.

The starting-out and training hourly minimum wage rates will increase from \$12.20 to \$12.60 per hour, remaining at 80 per cent of the adult minimum wage.

“The Government is committed to striking the right balance between protecting our lowest paid workers and ensuring jobs are not lost,” says Mr Woodhouse.

“An increase to \$15.75 will benefit approximately 119,500 workers and will increase wages throughout the economy by \$65 million per year.

“At a time when annual inflation is 0.4 per cent, a 3.3 per cent increase to the minimum wage will give our lowest paid workers more money in their pockets, without hindering job growth or imposing undue pressure on businesses.

“Annual increases to the minimum wage since 2009 reflect this Government’s commitment to growing the economy, boosting incomes and supporting job growth throughout New Zealand.”

<https://www.beehive.govt.nz/release/minimum-wage-increase-1575>

PORT OF TAURANGA.

We finally settled the port of Tauranga Collective Agreement with a two year deal with 2% for each year backdated to the 1st April. We have improved the consultation and union delegates rights set up working parties for Crane Moving, Electricians rosters, Fatigue and a re-write of the Collective Agreement. A large part of the negotiations was spent on changes to the Security officers pay rates, and the changes were well compensated by the Port in the final settlement.

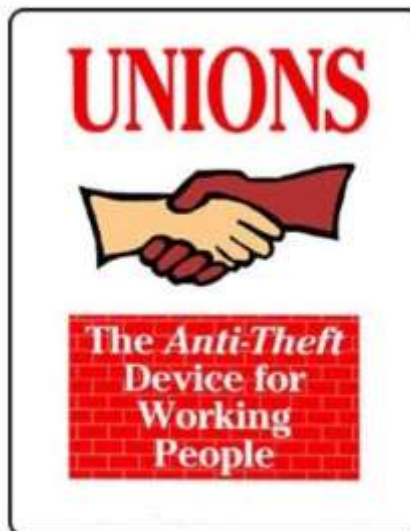
Thanks to the Unions negotiating team of Kelven Martin, Matthew Lister, Lyn Golding, Maurice Carlin, Paul Probert, Ryan Wassenaar, Blair Hammond and Neil Wharry.

KIC NEXT MEET 7&8 FEBRUARY

Preparations are in place for KIC HPHE projects that are due to kick off this year. HPHE training has been arranged for the reps involved in these three separate projects – People Development and training, Upper North Island (UNI) Train Optimisation and NIMT Train Optimisation. The HPHE training for those participating in the People Development project in this week in Wellington and for the UNI project, the training is set for 1- 2 March in Hamilton.

Tim Kerwin, Northern LE KIC rep has resigned from this position and his employment at KiwiRail. Tim was a strong advocate for the members he represented and the union in general. We thank Tim for his passion and all the work he did for his colleagues and the RMTU. We wish Tim all the best with his new challenges. We are calling for nomination for the Northern LE KIC rep.

KIC meets next week in Wellington, 7 & 8 February.



NELSON PORT BRANCH REPORT

This week the branch held its first meeting since Peter Hoff passed away in November last year. Peter was the branch president and/or secretary for 17 years and will be sorely missed for his commitment to fairness and knowledge of the port. Pete's high-viz shirt and jandals were still put on and under the presidents chair for the meeting. We will publish Pete's obituary in the next Transport Worker magazine.

The branch meeting was also the first since ratification of the 2017 – 2019 Collective Agreement negotiation outcomes so it was timely gauge progress of those outcomes which included permanent roles for a number of casuals, reduced guarantee period for permanent part time members and appointed foremen and supervisor roles. Other works in progress are indicative rosters and rostered days off.

This branch continues to grow thanks to the hard working leaders within the branch – well done!

KIWI RAIL NETWORKS INDUSTRIAL COUNCIL MEETS ON 14TH FEBRUARY

This meeting will take place in Christchurch and we are calling for agenda items.

There is a great deal of work taking place in relation to a couple of High Performance Engagement Projects looking at working safely and track access and people development.

In addition we have successfully agreed an increase to the Leading Hand Structures Non Trade pay rate from \$30.99 to \$31.73 to reflect the anomaly that non trade qualified gangers were, in some cases being paid at a rate below that of people they were responsible for supervising.

An issue has arisen in relation to private use of some members' company vehicles and monitoring of GPS generated information. Some members have private use as part of

their terms and conditions of employment. One member has challenged a disciplinary letter he received regarding an over-speed when his wife was driving as part of his agreed private use of the vehicle. Members are also asking why they are constantly asked to fill out a check sheet is a check sheet to update information the GPS should provide the receivers in are vehicles calibrated and checked? A solution has been suggested: a member has said "I will buy my own vehicle that fits my needs with regards to driver's comfort etc and the company's requirements for safety and they can lease it from me". We're interested in hearing what else members think about this.

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!**

PORT OF NAPIER COLLECTIVE AGREEMENT.

This Collective was also settled prior to Xmas for a two term from 1/10/17 –20/9/19 of 1.95% and 3.05%. There were improved conditions for the Mooring of the Tugs, the Flexi's, Reefer Care, mechanics and fitters, the Incinerator and Planners.

Thanks to the Union's negotiating team of Trevor Miles, Dave Marden, Warren Nicholas, Campbell Angus, Kevin Thompson, Trevor Walker, Chance Watene, Jared Parnell, Kieron Young and Roz Muir.

IXOM [MORRINSVILLE] COLLECTIVE AGREEMENT.

We finally settled the Ixom [Morrinsville] Collective Agreement at Mediation, with a 1 year term to 1/8/18, with a mixture of a 2 % increase and lump sum payments. The reason for the short term was due to the impasse over Ixom's offer of lump sum payments rather than wage increases. Thanks our union delegate Kurt Spencer.

KIWI RAIL – EARLY RETIREMENT

This topic continues to be vexed. Recently a member submitted a request for early retirement and gave a proposed 12 month warning date. The reply from KiwiRail wasn't about whether this or any other date was acceptable it was just a blanket no. This is not satisfactory and is in our view an unreasonable act by the company.

SI DELEGATE AND ACTIVE MEMBERS' TRAINING

There is some demand for this on the South Island. We have had people at Timaru Port, Dunedin Railways and KiwiRail in Invercargill asking for training.

To make a training session economic we need a minimum of seven attendees. If you are an RMTU delegate or member interested in training in organising and representing your fellow members and you are based in Timaru, Dunedin and/or Invercargill or points in-between please contact our South Island Organiser John Kerr as soon as possible.

If you've already asked for training we have you on our list – this is for people who haven't already asked.

FATIGUE MANAGEMENT WORKING PARTY TO START AT LYTTELTON PORT

This joint union-management working group is set down for 2nd February and our National Health and Safety Organiser will be attending as well as delegates from the unions in LPC.

We have high expectations for this project and are hopeful it will be a positive and constructive exercise. Further meetings have been scheduled and we hope momentum will be generated.

At the same time we are asking ourselves why, in collective bargaining discussions, LPC seem bent on changing rosters and hours of work clauses for a significant number of our members before the group has concluded its deliberations and provided its report and recommendations?

Fatigue management is a crucial part of the RMTU's campaign for safer workplaces and has been a focus of pattern bargaining in ports negotiations this year. Lyttelton is the biggest South Island port branch so there is a great deal riding on this working group.

BITS AND BOBS

- Plans continue for the development of an inland port for Kawerau. ISO has been selected as the future terminal's preferred operator. ISO's history with the Union movement has been chequered to say the least and so we will watch developments with interest.

- Port Napier has a new non executive director with Diana Puketapu being appointed.
- KiwiRail's safety video featuring 6 of our Loco Engineer members has won the Security and safety category at the CineRail Festival in Lisbon. The video was produced for Rail safety Week 2017 and has LE's bluntly telling their experiences and the consequential effects on themselves and their families. A second safety video entitled Trackstoppers received a special mention in the same category.
- 2018 is Biennial Conference year for the RMTU. Branches are reminded that we need to be advised of the name of each Branch Conference delegate as soon as possible.
- The Mechanical Industrial Council next meeting is to be held in Dunedin 13 and 14 February 2018. Site visit to the depot and to Hillside heavy Lift are planned.
- KiwiRail has, in our view, been very lucky that there have been no derailments to date due to heat buckles. There are large swathes of speed restrictions on the network and this may be mitigating the risk or occurrence. In any event you have to wonder as to the wisdom of the abolition of the distress gangs when you look at the TSR's and the cost of delays.
- The new Northern Regional Organiser for the Union Rudd Hughes commences with us on 5 February 2018. During that week he shall be getting around by accompanying the Transdev Akld Strike Ballot issuing officer.



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

SAFETY FIRST

