

THE ACTIVIST



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KIWI RAIL I&E BACKPAY

During the wage talks for the MECA there has been much debate about the unilateral deferment of the promised second payment for the I&E Pay and Progression market rate project. Everytime we have met with KR for wage talks the Union has been merciless in condemning the unilateral halting of the 1 July promised payment.

We can now report that KiwiRail has reconsidered its position and has;

"...confirmed that the 1 July 2012 I&E Career Progression market rate adjustment will be paid as follows:

- *New rates applied from 14th October 2012 (in their pay on the 1st November 2012)*
- *Back pay calculation paid on the 29 November 2012 (if required)"*

Better late than never we say but clearly just another bad decision by KiwiRail amongst oh so many of late!

REDUCTION IN JOB LOSSES A SMALL VICTORY FOR COMMON SENSE

A reduction in proposed redundancies at KiwiRail is welcome, but the significant jobs cuts that remain represent a failure of government policy on rail, the Rail and Maritime Transport Union said today.

KiwiRail will today begin a series of meetings with staff on a restructure to its Infrastructure and Engineering division.

In July it suggested job cuts as high as 220, with more next year, but this number has come down to 158, RMTU General Secretary Wayne Butson said.

"Our union pushed KiwiRail to take volunteers for redundancy and to not fill vacancies, and this has meant that the total number of compulsory redundancies is down to 29. That's still too many, but it's better than what we were facing."

"We've fought hard to save as many jobs we could. With rotting Peruvian sleepers and hundreds of wooden bridges beyond their centenary of service, the last thing KiwiRail should be doing is laying off skilled workers."

"We're glad that KiwiRail listened to us and that some workers have had a reprieve but the reality is that these cuts go too deep, and rail workers are still unhappy that 158 jobs are going."

Vital work won't get done or will be delayed and that will compromise safety and performance. We'll see

more temporary speed restrictions in place and a greater potential for derailments and other critical incidents, with customers and staff paying the true cost of the cuts."

Wayne Butson said KiwiRail was the victim of Government policy that is just plain wrong.

"We have an opportunity to create employment and build a world class integrated transport system using rail and instead we're running it into the ground."

"It beggars belief that in the 21st century a country like ours is reducing its planned expenditure on environmentally sustainable



transport like rail, and expecting it compete in an open market with a road transport industry subsidised to the tune of billions of dollars.”

“The result is that the Turnaround plan is just that, it is a plan that turns us backwards rather than being blueprint to take the industry forward,” Wayne Butson said.

GOVERNMENT’S BACKWARDS TRANSPORT POLICY LEADS TO JOB LOSSES

The Key Government’s under-funding of rail to pay for grandiose motorway projects is to blame for the loss of 158 jobs at Kiwirail, Green Party transport spokesperson Julie Anne Genter said today.

158 job losses have been announced at Kiwirail, as the company struggles to meet a \$200 million spending reduction caused by inadequate government support of rail.

“These 158 job losses are the result of the Key Government wasting billions on extravagant highway projects, while rail is being starved of funding,” said Ms Genter.

“New Zealand businesses benefit from rail. Exporters benefit from rail. Road users benefit from rail.

“The country could also be using the revitalisation of rail to create valuable green jobs. “Most countries are now investing substantially in their rail networks because of the obvious economic benefits, especially as oil prices are expected to double in the next decade.

“Last year, the Green Party prepared an alternative transport budget to the Government’s, one that will save \$3.5 billion overall but still include an additional \$1 billion investment into Kiwirail. “Not only can we afford to invest in rail; we can’t afford not to.

“We need smart, green transport investment now so all New Zealanders can benefit from a resilient transport network in the future. Unfortunately, this Key Government is going in the wrong direction,” said Ms Genter.



KIWI RAIL MECA UPDATE

The RMTU and KiwiRail representatives met on 12 September 2012 in Wellington. The discussions on the day were productive but tense. This reflects the fact that only the hard issues remain on the table. The work carried out over the next few weeks will be aimed towards achieving a negotiated settlement.

KiwiRail and the RMTU full teams are not scheduled to meet face to face at this stage.

Short lineout discussions are occurring on specific single issues on an ad hoc basis to try and make progress on a small number of remaining issues.

VEOLIA CA NEGOTIATIONS UPDATE

TO ALL RMTU MEMBERS EMPLOYED AT VEOLIA

Negotiations with Veolia for the renewal of the Multiple Employer Collective Agreement (MECA) have concluded. The parties have agreed terms of settlement subject to ratification by RMTU members covered by the MECA.

A series of six meetings over two days have been arranged to enable members to be fully informed by the RMTU negotiating team, and to vote for or against the proposed terms of settlement.

Veolia will assist in maximizing attendance at these paid report back and ratification meetings.

Voting for or against the outcome from negotiations will be via a ballot box at each meeting, the threshold for acceptance 50+1%.

When –

- Wednesday 3rd October – starting at 0930, 1130 and 1400 (note the change in times from the original notice)
- Thursday 4th October – starting at 0930, 1130 and 1400 (note the change in times from the original notice)

Where –

- Mercure Hotel (opposite Veolia head office)

The RMTU negotiating team encourages all to attend one of these meetings.

TOLL CARRIERS

A number of workers have joined the Rail and Maritime Transport Union who used to work for Northern Southland Transport which was bought by Toll. Currently they are not covered by the RMTU-Toll Networks Collective Employment Agreement because when the takeover occurred Toll employed them using a company called Toll Carriers Ltd, whilst our members covered by the Collective Agreement are employed by Toll Networks Ltd.

It's our understanding that the former Northern-Southland workers are employees on inferior pay rates and conditions than their RMTU brothers and sisters. This despite them working in the same freight sheds and essentially doing the same jobs.

In our experience, the only way these workers can change that is to unite together by joining our union and negotiating improvements in your wages and terms and conditions.

We have just initiated bargaining for a Toll Carriers-RMTU Collective Agreement. Many of these workers have already joined the RMTU. Now we need the rest of them to do so. The thing that makes the single biggest difference to our ability to get a good deal is how many of workers are in our union.

We believe that there may be other workers within Toll outside of the South Island who have been employed under Toll Carriers so as to get out of offering them the RMTU Toll Collective Agreement.

TIMARU PORT

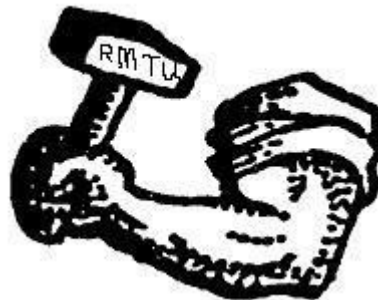
The announcement that Mediterranean Shipping Lines (MSL) and Prime Port in Timaru have agreed that the shipping line will use the port and this will reduce the number of laid off staff is good news.

The eleventh hour announcement means that around 20 jobs will remain at the port and, whilst that still means a significant number will be lost, it's a reprieve for some workers.

Throughout this process we've said our argument has not been with Prime Port but rather with a Government that refuses to step in and amend the Commerce Act as part of a national ports strategy so New Zealand ports are not at the mercy of overseas owned shipping lines.

Prime Port has managed to get some business and save some jobs and good on them for doing that. There are still around 30 jobs being cut however, if you factor in casual labour that won't be required, and that is still a bitter pill for a town like Timaru to swallow.

REPRIEVE FOR SOME WORKERS AT TIMARU PORT 'GOOD NEWS' SAYS UNION – PRESS RELEASE



The announcement that Mediterranean Shipping Lines (MSL) and Prime Port in Timaru have agreed that the shipping line will use the port and this will reduce the number of laid off staff is welcomed by the union representing the workers.

Rail and Maritime Transport Union (RMTU) General Secretary Wayne Butson said the eleventh hour announcement to staff means that around 20 jobs will remain at the port and, whilst that still means a significant number will be lost, it is something that should be welcomed.

'Throughout this process we've said our argument has not been with Prime Port but rather with a Government that refuses to step in and amend the Commerce Act as part of a national ports strategy so New Zealand ports are not at the mercy of overseas owned shipping lines,' he said.

'Prime Port has managed to get some business and save some jobs and good on them for doing that. There are still around 30 jobs being cut however, if you factor in

casual labour that won't be required, and that is still a bitter pill for a town like Timaru to swallow,' said Wayne Butson.

'We're working with the employer to ensure the transition to servicing the new shipping line goes smoothly and to protect our members' interests,' he said.

'What we're not going to give up on is highlighting the irresponsibility of this do nothing Government that allows Kiwi workers and their families to be thrown on the scrapheap when it is just not necessary,' he said.

'The reality is that whilst it is Timaru today it will be some other port town tomorrow and that should not, and does not, need to happen,' said Wayne Butson.

BANK PROFITS COSTING OUR ECONOMY

It's not just skilled workers that the Australian economy is sucking out of New Zealand, but massive bank profits too, the finance sector union said today.

Just-released figures show our current account deficit has widened in the June quarter by \$300 million since March, due largely to the higher profits foreign-owned New Zealand banks are sending back to Australia.

This follows last month's PwC report showing that the big five banks had a combined profit of nearly \$2.5 billion in the first half of this financial year.

"The New Zealand economy is worse off as a result of the massive profits Australian banks are making off the back of New Zealand," FIRST Union Finance Secretary Andrew Casidy said.

"We have a jobs crisis in our productive sectors, and sluggish growth in many other industries. Why is it that bank profits can rise so much, when the rest of the economy, and households, continue to struggle?"

Andrew Casidy said the community should be aware that aggressive sales targets regimes in the banks drove up New Zealand household debt, in order to boost profits.

"In many cases the management of these targets is causing bank workers considerable

stress. Banks are wealthy employers who should lead from the front in their work practices, and not push staff so heavily to meet targets, in order to boost profits back in Australia."

"No one is suggesting our banks should run at a loss. Of course not."

"But they have every opportunity to shift their focus to reinvesting in New Zealand through good jobs, higher levels of customer service and support for local businesses, and away from just sending back as much profit as they can across the Tasman," Andrew Casidy said.

"Big bank profits are seen as a good news story. But when their massive repatriation of profits continues to cause imbalances in our economy, where is the good news for New Zealand," Andrew Casidy said.

TGR

Negotiations for a collective agreement at Taieri Gorge Railway concluded with a 12 month deal being ratified that meant our lowest paid workers got an increase to cushion the effects of inflation.

TGR has had a tough time of it lately given the downturn in tourism since the Christchurch Earthquake and the end of the rugby World Cup. The Company is hardly flush but is optimistic they can turn things around over the next 12 months. Accordingly our better paid members agreed to defer a wage rise until next year's negotiations.

Not an ideal result but the best we could do in the circumstances. Thanks to delegates Lyall Kelpie and Joe Carson who advocated so strongly on behalf of all the members.

FUTURE OF SPRING CREEK AND HUNTLY EAST NOW IN GOVERNMENT'S HANDS

The EPMU says Solid Energy's announcement of devastating job cuts at Spring Creek and Huntly East will be felt terribly by local communities, but the final decision about the future of the mines and their communities still rests with the Government.



The union says the fight to save the mines is not over yet, as miners from Spring Creek and Huntly East make their way to Parliament to meet State Owned Enterprises Minister Tony Ryall tomorrow in a plea for Government support for their mines and their communities.

EPMU assistant national secretary Ged O'Connell says the final decision over the future of Spring Creek and Huntly East has yet to be made.

"Solid Energy's announcement will be taken very hard by the communities of Greymouth and Huntly, but the final decision now lies with the Government.

"Spring Creek is a viable mine, and under the plan we've developed together with the company we are seeking an investment of \$35 million from the Government to save the mine and the community it supports.

"We will also be making the case for Government investment in the Huntly East ventilation project, without which the mine is almost certain to close within two years at the cost of hundreds more jobs.

"But this is about more than jobs, it's about providing a future for the people of Greymouth and Huntly. For the Government to stand by and abandon these mining communities would be simply unconscionable.

"The fight for these jobs and these communities isn't over yet, and from the amazing community rally in Greymouth several weeks ago to the community donations that are rolling in, we believe public support is firmly on our side."

The Spring Creek and Huntly East miners will arrive at Parliament at midday tomorrow, where they will meet State Owned Enterprises Minister Tony Ryall.

MINERS TO TRAVEL TO BEEHIVE TO PLEAD FOR JOBS AND COMMUNITIES

Miners from Solid Energy's Spring Creek and Huntly East mines will travel to Parliament on Tuesday to plead with the Government to save their mines and the communities that depend on them.

They hope to present the Government with a joint plan devised by management and workers to keep the mine open.

Spring Creek miner and union delegate Trevor Bolderson says he hopes the Government will meet with him and his workmates.

"We're travelling to Wellington because we want the Government to understand what closing Spring Creek will mean for the local community. This isn't just about our jobs, it's about providing a future for Greymouth.

"The joint plan shows Spring Creek is viable,

but the Government will need to come to the party by providing some financial support to get the mine through the next year or two.

"We're hoping to make them see that the economic and human cost of closing Spring Creek would be unconscionable."

Huntly East miner and union delegate Brian Lynch says the long-term damage to his community could be just as great if the Government doesn't step up.

"Solid Energy's proposal to cancel the Huntly East ventilation project is a very risky and short-term cost saving strategy that could force the mine to stop production within two years.

"If Huntly East closes the community will suffer a body blow, and the downstream effects on the Glenbrook steel mill could be even greater. There are hundreds of jobs at stake here and we'll be encouraging the Government to see the bigger picture."

The miners will arrive at Parliament at 12 noon on Tuesday. The Government has not



There's work to be done, together.

yet confirmed it will meet with the miners' delegation.

The miners have paid for the trip through community donations and their own funds.

STRONG REACTION TO ILO MISSION EVICTION FROM FIJI

Concern is mounting about the shock decision by the Fijian Government to order an International Labour Organisation (ILO) mission out of the country.

Peter Conway, CTU Secretary, says "the New Zealand Government should strongly condemn this action by the Fijian Government".

The Mission led by Judge Abdul Koroma (a Judge on the International Court of Justice and a distinguished member of the ILO Committee of Experts on the Applications of Conventions and Recommendations) arrived in Fiji on Monday and was scheduled to attend a number of meetings with the Government and civil society until Friday.

Given the huge concerns about fundamental worker rights in Fiji including oppressive decrees and mistreatment and arrest of union leaders, the eviction of this high level Mission is a worrying signal.

Peter Conway said that this latest step shows that the New Zealand Government was precipitate in agreeing to re-establish diplomatic links at High Commissioner level.

"There is a major Constitutional review under way in Fiji and that process is itself a test of whether there could be fair and free democratic elections in 2014. The eviction of the ILO Mission is further evidence that there is no intention of allowing genuine democracy".

PORT NELSON CA NEGOTIATIONS UPDATE

To date there have been four day of negotiations over the last two weeks and we are due to meet again this week on the 27th September for two days. While we cannot, at this stage, go into detail on these negotiations, there has been considerable progress made towards reaching settlement.

FEARS FOR FUTURE OF HUNTLY EAST COAL MINE

Miners at Huntly East are warning the mine could be forced to stop operating within two years if Solid Energy goes ahead with plans to make 120 redundancies and cancel the mine ventilation project.

The call comes ahead of a Solid Energy board meeting today, which is expected to confirm the company's proposal.

Without the new ventilation system the mine will not be able to expand and will quickly run out of accessible coal deposits, putting the future of the entire mine at risk.

EPMU assistant national secretary Ged O'Connell says miners fear Solid Energy is gambling with the future of the mine in the pursuit of short-term savings.

"Solid Energy has presented these redundancies as a simple reduction of headcount at the mine but what they're actually doing is cutting the ventilation project needed to ensure the future of the mine, and that puts everyone's jobs at risk.

"This is a big mine and it's got to have a regulated amount of air coming in to allow miners to work and to avoid explosions. Without proper ventilation Huntly East won't be able to expand and that could mean curtains within two years.

"This would have huge downstream effects on the Glenbrook steel mill, which needs a continuous supply of high grade Huntly coal to operate. Without this supply there are real questions over the future of Glenbrook too.

"Our members are obviously deeply concerned about the future of the mine and feel as though Solid Energy's pulling the rug out from under them.

"It's crucial that Solid Energy considers the long-term future of the mine and the impact on the community, and we'll be asking the Government that it does the same."



GOVERNMENT NOT LISTENING TO GROWING CONCERN ON POVERTY

"The Government is not listening to the growing community concern about poverty and inequality in New Zealand. If they were they would have taken the opportunity today to lift the wages of our lowest paid workers," said Service and Food Workers Union National Secretary John Ryall today.

Labour MP David Clark's private member's bill to lift the minimum wage from \$13.50 to \$15 an hour was voted down by the National, Act and United Future parties.

"It is pointless for the Government to pretend to be concerned about poverty in New Zealand if nothing is done to lift incomes by lifting very low pay," said John Ryall.

John Ryall said that, of the over 200,000 children living in poverty in New Zealand, two out every five lived in households where at least one parent was working.

"Thousands of members of our union are on wages close to the current minimum wage of \$13.50, despite the fact that they have some of the toughest jobs, such as caregiving in aged care, cleaning through the night and providing security services," said John Ryall.

"Our members tell us their household incomes are simply not enough to live on. \$15 an hour is not a living wage, but it would certainly make a difference to the thousands of workers and their families who are daily struggling to pay the bills."

The Service and Food Workers Union, along with 100 community organisations, churches and other unions, has launched a campaign for a living wage in New Zealand.

"A living wage is enough income, not only to survive but to participate in society," said John Ryall.



WOOLWORTHS INVESTS IN WIRELESS HEADSETS

Vocollect has unveiled the SRX2, an innovative new wireless headset. The headset is being piloted by Woolworths in Australia and in New Zealand. With the introduction of Vocollect's groundbreaking SoundSense technology that continuously listens to and blocks environmental sounds, the SRX2 provides a claimed 50 per cent reduction in ambient noise in comparison to comparable headsets.

Woolworths have seen the business benefits that the original SRX provides from a wireless perspective and the SRX2 with its modular design now allows Woolworths the opportunity to be able to realise the benefits of wireless, while being able to allocate a headband to each operator. We envisage this will result in greater user acceptance from a hygiene / personalisation perspective and a reduction in time for our hand-out / hand-in process." The ruggedised, compact SRX2 wireless headset is designed to work in a diverse range of environments, including coolers, high noise, and fast-moving piece-picking environments. The SRX2 is able to work in freezer environments with temperatures as low as -30°C. The SRX2's batteries are designed to last two shifts in dry environments and one full shift in freezer environments. Intelligent battery management also predicts battery shift life months in advance..

EXODUS TO AUSTRALIA BREAKS ANOTHER RECORD AS NATS FAIL TO ACT

The growing exodus of New Zealanders for Australia is the result of National's failure to act to protect and create jobs, Green Party Co-leader Dr Russel Norman said today.

Latest Statistics New Zealand figures show that a record 53,904 people permanently left New Zealand for Australia in the past year, and 166,373 have left since National came to power less than four years ago.

"New Zealanders are leaving for Australia in record numbers because the National Government is failing to offer the opportunities they need to stay here," said Dr Norman.

"In 2008, John Key stood in the 36,000 seat Westpac stadium to symbolise to the number of people leaving for Australia, and promised to end the exodus.

"Four years later, he has failed completely.

"One and a half Westpac stadiums could now be filled by the number of people leaving for Australia each year.

"The total number who have left since the Key government came to power now stands at over 166,000. That's more than the entire populations of Northland or Hawkes Bay.

"Kiwis are leaving this country because there aren't enough jobs and the jobs there are pay too poorly.

"In manufacturing alone, 40,000 jobs have been lost under this government.

"It is past time that the National Government acted. There are a range of measures that other governments are taking to protect and grow their industries and give jobs to their people.

"The most obvious move the National Government should be taking is introducing a modern monetary policy that gets the exchange rate down to a sustainable level, so that our exporters and manufacturers can compete on a fair playing field.

"The rest of the world is using modern policy tools to protect jobs for their workers while our government refuses to do anything. The result is that over 1,000 Kiwis a week are leaving this country looking for a brighter future in Australia, which National is failing to provide in New Zealand," said Dr Norman.

HIGHEST EVER LOSS OF KIWIS TO AUSTRALIA

The Council of Trade Unions says that the continued loss of Kiwis to Australia at record levels shows our economy is not creating decent jobs.

Statistics NZ said today that a record 53,900 people left permanently or long term for Australia in the year ending August 2012.

This led to the highest-ever net annual loss of 40,000 people to Australia.

There are 271,000 jobless and another 110,000 looking for extra hours of work and these figures, shocking as they are, would be even worse if it was not for the outflow to Australia.

Peter Conway, CTU Secretary, says "when in opposition the National Party said it would take action to stem the loss of people to Australia but while in Government it has got worse. We are losing high value manufacturing jobs, unemployment is high, and the Government seems to have lost interest in initiatives to reduce the loss of people to Australia".

This huge outflow undermines communities, separates family members, and captures NZ investment in education and training for the benefit of Australia.

"Kiwis will always want to travel and many will want to work overseas for a while, but the scale of this loss to Australia is damaging".

Peter Conway said that "we are increasingly worried that the skilled work opportunities that will be created by the Christchurch rebuild are being lost, with reports that over half the jobs will be going to migrants rather than putting in place intensive efforts to train people in New Zealand to do the jobs and help them with relocation and accommodation.

Unions stand for decent work and we recognise that action is needed to lift in the minimum wage, improve wages in general through improvements to collective bargaining, including the development of industry-wide agreements, and a focus on renewed efforts to lift productivity and share the benefits with workers."

MUA TAKES PATRICK AUTOMATION GRIEVANCE TO THE WORLD STAGE

The International Longshore and Warehouse Union (ILWU) and International Longshoremen's Association (ILA) had a high-level meeting in Washington, D.C. in September, which was also attended by ITF president and Maritime Union of Australia



(MUA) national secretary Paddy Crumlin and ITF maritime coordinator Steve Cotton.

Mr Crumlin reported on the events leading up to Patrick Stevedores' decision to fully automate its Port Botany Terminal in Australia. Mr Crumlin said announcement of the decision took place shortly after the company entered into a new contract with the union, having not given the union any notice during the contract negotiations of the massive reduction proposed to the workforce. Patrick management contended it was not obliged to do so and would execute the change without any formal agreement with the union.

The meeting was unanimous in condemnation of this approach to introducing this type of change. The meeting determined that formal agreement between management and union had to be finalised before any further automation could take place in workplaces covered by the unions in attendance. The meeting determined that any other approach was effectively a form of union busting. To ensure that was not the case, mutually agreed outcomes on job security, retraining, union coverage of all new jobs created by the automation, and improvements to working conditions needed to be finalised between workplaces covered by the dockers' unions in attendance.

The unions decided they would work with each other, the ITF and other dock workers, seafaring and transport unions around the world to build a campaign to stop attempts of union busting through automation, with the initial focus on the finalisation of the ILA contract and the Patrick Terminal at Port Botany.

"How automation is introduced has been established as an issue for all international dock workers, their employers and their shareholders and customers," said MUA and ITF president Paddy Crumlin.

"We're reassured by the strong support we are receiving to assist us to reach an acceptable negotiated outcome in our contract," said ILA president Harold Daggett.

"We on the west coast (USA) are concerned at the approach of the employers in Australia and the east coast (USA) this meeting was about coordinating our response to these challenges and sticking together. This meeting correctly identified

automation without negotiation is union busting," said ILWU president Bob McEllrath.

"The ITF is committed to resourcing and supporting our affiliates in Australia and the US to reach acceptable agreements," said ITF maritime coordinator Steve Cotton.

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

- Maintain situational awareness at all times;
- Ensure all are aware of the work to be performed;
- Make safety your first priority;
- Make sure you will go home safe and sound at the end of your shift;
- Make sure your workmate will go home safe and sound at the end of their shift;
- Do not allow yourself to be distracted.
- Do not make assumptions

We're Stronger Together!

