

THE ACTIVIST



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HEALTH AND SAFETY REP TRAINING-HOW TO REGISTER FOR A COURSE

Following the Union AGM's, new Health and Safety Reps who've recently been elected to Health and Safety Committees are required to register for H&S Rep training. H&S Reps attend 2-days paid training per year paid for by the employer.

To register on a course go to www.worksafereps.co.nz

EMPLOYMENT RELATIONS ACT AMENDMENTS

We expect the ERA Amendments to be reported back to Parliament this week. This Bill is about progressing forward to improve the working lives and lot of everyday Kiwis in employment. WE also hope that the objective of the Act will become reality in that it will "promote collective bargaining".

Over the last forty years, it's been harder and harder for working Kiwis to get by on low wages, the rising cost of living, and their basic rights like rest and meal breaks whittled away. This Bill is a move towards decency and respect being legal minimums in Kiwi workplaces - the right to have a cuppa, protection and time to make informed decisions when you start a new job and accessing help and advice from your union.

The end result of the Select Committee phase of this Bill is a reflection of the realities of MMP politics. In a Coalition Government, it's true that no one will get exactly what they think is best. While we think there could be more robust provisions

for things like the 90 day trial period being scrapped completely, overall the new law rebalances working people's rights more fairly. The Government has consulted with us along with other stakeholders through this process, so the end result is certainly no surprise to us.

The Bill, as will be reported back, is about letting working people access their rights to representation, and associate freely with their union to make an informed choice

about what's best for them. Most employers won't notice the changes as it's how good businesses generally operate - but this law addresses those who have been exploiting working people and not adhering to good faith, and that's in all of our best interests.



PORT OTAGO RMTU

BRANCH CHRISTMAS FUNCTION

All past and present members of the Port Otago Harbour Board Union and RMTU Port Otago Branch are warmly invited to this event.

1600 Friday 7th December

St Kildas Bowling Club

33 Royal Crescent

Musselburgh

Remember, being union is being social!

LPC - RMTU RELATIONS DETERIORATE

On 14th November members of the RMTU at Lyttelton Port met to discuss management's behaviour which, in our opinion, amounts to persecution and intimidation of members in the Container Terminal. Out of fewer than

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

100 RMTU members who work in the Terminal 30 have been issued with so-called letters of expectation, or verbal or written warnings. Two have been dismissed. It is our honest held belief that LPC management is engaged in a campaign of persecution and intimidation of our members. No union can allow such a dangerous and unsafe work environment to prevail. Members attending the meeting overwhelmingly passed the following resolutions:

This meeting of RMTU members employed by LPC:

1. Calls upon management to cease and desist from its campaign of persecution of our members working in the Container Terminal and to engage meaningfully with the RMTU to restore morale and a productive employment relationship
2. Calls upon the wider union to support our members employed by LPC in their struggle against persecution and discrimination
3. Supports a solidarity levy of \$1.00 per pay period per member to support dismissed members

The RMTU's General Secretary and Lyttelton Branch President met with LPC management last week and discussed, amongst other things, the state of the relationship between LPC and the RMTU. LPC then wrote stating they want a positive relationship with the RMTU but they also say they think there is a 'degree of collective go slow currently underway in the Terminal and need [sic] to immediately address this'. They say they have 'no choice but to address slow/poor performance with those staff who are involved in it' and that 'this will create some more conflict'.

Before that letter was even received by the Union, members were being hauled into meetings with management.

For the avoidance of doubt the RMTU states there is no 'go-slow' underway in the Lyttelton Container Terminal, collective or otherwise by the RMTU or MUNZ. What has happened is that, as a direct result of management's coercive and punitive approach, morale has plummeted and fear of discipline or other act by management has skyrocketed and this has had an impact on productivity with the workers being fastidious in carrying out the job and obeying all of the company codes, rules and standards. We have members who have been told that they have been driving too quickly or too slowly that they are 'rough on gear' and to be more gentle. Members have been singled out for having 'too many' shock events on the straddles. A total and all pervasive climate of fear has been created by management and this is borne out by the number of investigations and disciplinaries.

In such circumstances it should come as no surprise that productivity has fallen. For management to react by interrogating members and, on their own admission, creating more conflict, beggars belief. Especially given that interport competition in NZ is founded upon container lift rates and throughput more so than price.

Members at LPC are reminded that if they are summoned to a meeting with management make sure to take a delegate or support person of their choosing with them. To reiterate, the RMTU believes that we are dealing with a deliberate and sustained campaign of persecution and intimidation by management by LPC Management and this is driven from the top down. We believe that such a climate of fear is detrimental to good health and safety. Remember, your union is right behind you. Stick together, there is strength in unity.

WE call upon the owner, the shareholders and other influencers at this Port to intervene NOW!



UNION FEE INCREASE

The RMTU Biennial Conference held in Wellington 24 to 26 October 2018 unanimously voted to increase the Union Membership Fee from 1 December 2018 to the following;

- \$8.90 per week for full-time members
- \$17.80 per fortnight for full-time members
- \$38.56 per month for full-time members
- \$1.35 per day for daily casuals
- \$4.45 per week or \$8.90 per fortnight for part-time employees working less than 20 hours per week
- \$4.45 per week or \$8.90 per fortnight for trainees-apprentices earning remuneration below a determined amount.
- \$30.00 per year for Honorary Membership (which is defined as having been a continuous member of the Union for no less than five (5) years which then entitles the Honorary Member to receive:-
 - The Transport Worker – mailed out quarterly; and
 - Group C Membership of the Railway Welfare Trust Fund (for which a separate application & fee of \$50.00 per year needs to be paid.)

All employers who do fee deductions from wages have been advised of the increase.

CALL FOR CASUAL VACANCY NOMINATIONS – NATIONAL MANAGEMENT COMMITTEE (NMC) – REMAINDER OF 2017/2019 TERM OF OFFICE.

As a result of the resignation of the current incumbent, John Keenan, from his position as **North Island Rail Rep** on the RMTU National Management Committee “the Union” calls for nominations from current financial members for the following position

on the Unions National Management Committee.

John has been successful in obtaining a promotion to become the KiwiRail Linehaul Operations Manager based in Palmerston North. We wish John great success in the role and thank him sincerely for his work on behalf of members whilst on the Union’s NMC.

North Island Rail Representative (A current financial member of the Palmerston North, Taranaki Rail, Hawkes Bay Rail, BOP Rail, Waikato and Northland Branches).

The period of office is the remainder of the 2017/2019 electoral term for the NMC. Nominations shall be in writing on the official NMC Nomination form and contain the signed consent of the candidate, and be proposed and seconded by financial members (Rule 1) of the Union from the correct branch and industry designation. Nomination Forms are available on the RMTU Website www.rmtunion.org.nz or from the RMTU National Office by calling 04-499-2066 or admin@rmtunion.org.nz or your local Branch Secretary.

Correctly completed nomination forms must be received by the duly appointed 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 30 November 2018.**

The term of office is the remaining period of the 2017 - 2019 years (Rule 24.2) and the duties are as contained in Rule 18 of the Union’s Rules and Standing Orders.

For the information of members – KiwiRail employed NMC members are normally appointed to an applicable KiwiRail Industrial Council upon election to NMC however this may not be assured depending on the employment rail occupational sector that the successful candidate is from.

Howard Phillips
National Returning Officer



LOGISTICS OFFICERS' BARGAINING AT LPC REACHES AN IMPASSE

In the circumstances we should perhaps not be surprised that bargaining for the renewal of the LPC Logistics Officers' Collective agreement made little, if any progress, when we met on 14th November.

After months of work we had reached agreement in principle on a new three shift roster and were hopeful that with some movement on the pay increase to compensate workers going on to that roster we could conclude negotiations. LPC announced on the day of talks that they no longer wanted the agreed roster and refused to move on pay, despite having received correspondence from the RMTU warning that such a positional approach would be counter-productive.

We are now at the point where we are seeking assistance from the Mediation Service provided by the Ministry of Business, Innovation and Employment.

SAFER SHUNTING REVIEW – ZERO "INCIDENT" DECEMBER CAMPAIGN

One of the initiatives identified as we work towards Safer Shunting is to run a Zero "Incident" December Campaign. December is normally the busiest month for Freight Shunting terminals so it is timely to raise awareness around key issues and to challenge any unsafe acts. Two posters have been developed with simple clear safety messages, these posters have been sent to the depots. In addition there is a Zero Incident December Xmas tree poster to fill out as the month progresses.

The purpose of the Xmas Tree Poster is to colour in collision free days in green, like a

safety cross. If there has been a collision entered into IRIS then the square for the day will need to be coloured red. The aim is to have a totally green Xmas tree by the end of the year.

At least one Xmas tree shall be placed where teams have their Tool Box Daily Brief along with the latest safer shunting news and rule of the week. These resources (tree, safer shunting news and rule of week) should be used as references during the Toolbox Daily Brief.

Allocate the task of colouring in the Xmas tree to the first shift of the morning. The team leader in the morning can review the previous days shift notes and ensure that there has been a collision free day and inform the team to colour it green (or red). If there has been a collision then that should be talked about at the pre-shift briefing so that

everyone is aware of the facts (at that stage).

You can also place the Xmas trees around your site as a reminder for members.

S.I. NMC BALLOT

Ballot papers are in circulation for this election to identify the most popular candidate to fill this important Union Governance position. The nominees are;

- Blakie, Doug
- Kearns, Dave
- O'Donoghue, Jed
- Walker, Ian

Watch your letterbox and make sure you cast your vote. In accordance with the Union Rules and Standing orders the ballot will be a preferential ballot and so, if voting, you will need to place a number beside each candidate's name of 1 through to 4.

Voting closes Friday 7 December 2018.



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!

BOP COLLECTIVE AGREEMENTS UPDATE

The Ixom Collective Agreement (CA) in Morrinsville has been ratified by members at a ratification meeting held on the 21st November 2018. The CA has a term of two years from 1st August 2018, with a minimum pay increase of 1.5 % per year for the union members who are on the higher historical pay rates. The rest of the union members received higher percentage increases to help bring them up to the historical rates.

An Independent Stevedoring Limited [ISL] RMTU inaugural Collective Agreement is close to finalisation and it is hoped we will



be able to put the document up for ratification this week.

ITF BACKS AIRLINE WORKERS ACTION IN ARGENTINA

The general secretary of the International Transport Workers' Federation (ITF) has written to Argentine ministers demanding

immediate action to resolve a dispute at the Aerolíneas Argentinas Group.

In the letter to minister of transport Guillermo Dietrich and minister of production and labour Dante Sica, Stephen Cotton says: "I am writing to you as we have been informed by our affiliated unions the AAA, APA, APLA, UALA and UPSA about serious breaches of contract, a refusal to negotiate and severe unjustified sanctions against workers at Aerolíneas Argentinas.

"We believe that the key to airline growth is social dialogue and joint agreements between unions and companies. The Aerolíneas Argentinas Group, on the other hand, has breached pre-existing agreements and disciplined workers for protesting legally.

"I urge you to take the necessary measures to open a positive dialogue that respects previous agreements and quickly resolves the dispute. The committed workers and passengers of Aerolíneas Argentinas deserve nothing less.

Edgardo Llano, vice chair of the ITF civil aviation committee and secretary general of APA, added: "This year's G20 summit will be held in the Argentine capital from 30th November. If flying to and from Buenos Aires for the summit gets complicated, it will be the exclusive responsibility of Mauricio Macri's government.

"The behaviour of Aerolíneas Argentinas is the latest example of a serious violation of freedom of association in Argentina. It is another attack on workers and their unions, but we will not back down until the agreements we have signed up to are respected

JOINT CANTERBURY RAIL AND LYTTELTON PORT BRANCH MASS MEETING

The RMTU has written to all employers with whom we have members in the Christchurch and Lyttelton notifying them of a paid union meeting to be held as follows:

Wednesday 12 December 1400-1600

St Mary's Church Hall, Heathcote, 2 Martindales Road

Members of both the Canterbury Rail and Lyttelton Port Branches are warmly invited, and will be paid if the meeting is at a time when you would normally be working.

This is a now traditional annual event where we take the opportunity to recognise active members and delegates who have done outstanding work for our union in the past year. Given the tumultuous events of the last twelve months, not just for the RMTU, but the whole union movement, we will be celebrating the sterling work and support of not only our members but those of all the unions who have supported us and who have been in the frontline of the struggle themselves. We will also take the opportunity to thank recently retired National Management Committee South Island Rail Representative Mike Williams for his service to the RMTU.

And for those of you who are not returning to work we will take the opportunity to enjoy some Christmas cheer at the Valley Inn at the conclusion of the meeting.

KR SAFER SHUNTING CONTD.....

Ideas for #zerodecember activity

What is a Hashtag?

A hashtag is a word or keyword phrase preceded by a hash, also known as the pound sign (#). It's used within a post on social media to help those who may be interested in your topic to be able to find it

when they search for a keyword or particular hashtag. It helps to draw attention to your posts and encourage interaction. Used within Team KiwiRail we will be able to create links between activities across the country.

Instructions for use on Team KiwiRail and/or your Branch Facebook page:

1. Take photo of activity, action or something to do with your story you are trying to tell (about Safe Shunting)
2. Go to Team KiwiRail and/or your Branch Facebook page
3. Click or touch write something (where you write a post)
4. Write your story
 - a. Describe what you are doing
 - b. Name your depot
 - c. If members are comfortable name the member in the photo
 - d. Finish the post with #zerodecember
 - e. Make sure that the photo is compliant with rules and PPE



Possible activities for

#zerodecember

We are looking for any activity that may relate to Safer Shunting. Here are some ideas:

- Photo of staff at pre-shift briefings
- Photo of team colouring in the #zerodecember Xmas tree
- Photo of your #zerodecember Xmas tree filling up with green squares
- Photos of team shunting in a safe way (describe what the team are doing and refer to a rule or highlight a safe activity)
- Housekeeping or yard tidy up – keeping the workplace tidy and free of hazards is a good prevention of accidents or incidents. If there is some time available
- BBQ or morning tea – celebrating milestone or making people aware of the safer shunting programme

- Range of vision tasks –
- HSAT team activity – Auditing the yard or doing hazard identifications
- Completing safe work conversations

TERMINAL OPTIMISATION – BOP

The KiwiRail – RMTU High Performance High Engagement (HPHE) Terminal Optimisation Project for the Golden Triangle kicked off at the Mount Maunganui Freight Depot last Wednesday. At the meeting there was a lengthy debate as KiwiRail was insistent on holding “one on one” discussions with the union members. This is despite an agreement on the makeup of the project team, which is Reid Calvert, John Swindells, Josh Goodwin and Tim Pebbles, a very learned and experienced team.

In our view the fact that we had the debate indicates that there is a clear agenda from KiwiRail to undermine the role of the RMTU and its legitimate delegates as part of the HPHE project!

Such an approach is surprising considering that KiwiRail and the RMTU are signatories to the Charter of General Relationship Principles and HPHE Charter which clearly sets out how KiwiRail and the RMTU must genuinely engage with each other whilst undertaking HPHE projects.

The next HPHE meeting scheduled for the site should prove interesting and we hope that sanity has prevailed and that KiwiRail will revert to the spirit and intent of the HPHE Charter and principles.

GREEN PARTY WELCOME REVIEW OF BULLYING AND HARASSMENT SO STAFF FEEL SAFER

The Green Party welcome an external review into bullying and harassment of staff and contractors at Parliament.

“Everyone should feel safe when they come to work”, Green Party Workplace Relations and Safety spokesperson Jan Logie said today.

“The Green Party have previously said that, like other workplaces in New Zealand, the Parliament has a problem with workplace culture and bullying.

“It is clear we need to assess culture and practice in this place and find out what we need to do to make Parliament a safe and healthy workplace.

“We encourage people to feed into the independent review that has been initiated.”

KR LOCOMOTIVE ENGINEER (LE) MOBILE ENABLEMENT PROJECT - UPDATE 1

Background

The purpose of the LE Mobility Enablement project is to deploy iPads and supporting business processes to all LEs to ensure all required documentation is current and accessible in a more efficient and reliable way compared to the current paper based system.

The project outcome is to provide LEs with iPads that enables them access to the following:

- Email
- Rail Operating Rules, Codes and Procedures, Daily Bulletins, Special Bulletins, Semi-Permanent Bulletins
- Signalling S&I Diagrams
- Train Plan Graphs
- GEVIS
- Mobile Road (GPS location application)
- Safety Observation application for Team Leaders
- KLE App

The expected benefits from moving to a digital solution are:

- Improved safety by ensuring staff have the most current version of Rail



Operating Rules, Codes and Procedures and Bulletins accessible at all times.

- Improved engagement with LEs via email and multimedia content.
- Enablement for the future – online forms and other system consolidation and integration.
- Decreased time taken and costs associated with updating and distributing information to LEs. Special briefings are currently done face to face over multiple shifts.
- Searchable information is faster and more accurate for LEs.
- Removes non-compliance issues around out-of-date documentation.
- Time savings from the ability to bring training to the LEs through e-learning rather than bringing LEs to the training.
- The project approach is to pilot the use of the iPads with 6 LEs based at Westfield for one month. This will allow us to validate that the technology solution and business processes are fit for purpose and to identify any risks or issues not identified during the project design and set-up phase.
- Once we are happy with the progress of the pilot, the rollout across the KiwiRail network will be planned and implemented with a target completion of early 2019.

Project Status

- Progress on the iPad rollout as at mid-November 2018 is as follows:
- iPads purchased and configured for pilot.
- Issues with iPad configuration and user account set up identified and feedback provided to enable process to be updated for future iPad and user set-up.
- Training material and user guides for iPads created.

- Standard Operating Procedure (SOP) for receiving and reading bulletins updated to reflect digital solution.
- 2 risk assessments undertaken on the introduction and use of the iPads. Treatment of additional risks developed.
- Training with pilot LEs undertaken.
- Pilot go-live at Westfield with 6 LEs.
- Pre-Christmas 2018 deployment plan developed and agreed with local site managers for Whangarei, Napier, Whareroa, Picton, & Wellington. Total of 59 Locomotive Engineers.
- iPads ordered for pre-Christmas 2018 deployment sites.

Next steps will include:

- Receiving iPads for pre-Christmas deployment sites.
- Validate correct iPad configuration and user set-up.
- Deployment to agreed sites prior to Christmas.
- Develop and agree deployment plan for remainder of LEs across network
- Develop phase 2 of iPad project to include Mainline RCO's and ensure that all new LE's receive the iPad as part of their initial training and induction..

For further information please contact the Continuous Improvement team at continuous.improvement@kiwirail.co.nz or tvalster@rmtunion.org.nz

BITS AND BOB'S

- The first of the 15 DL Gen 2.3 locomotives (being commissioned in Te Rapa) is on target to be released to local service next week. The plan is to use the locomotive on the Genesis Coal train between the Mount and Huntley.

