

THE ACTIVIST



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MERRY CHRISTMAS AND A HAPPY, JOYOUS AND SAFE 2015!

It has been a very busy and productive year for RMTU members. For all of our members who are having a break over the Christmas and New Year, we hope you have a restful time off, and for those members who have to work – take care and above all think safe and be safe.

UNION OFFICE CLOSURE

The Union's National and regional offices will close at 1700hrs on 19 December 2014. The National Wellington Office reopens on 12 January 2015 @ 0830hrs.

The **Emergency** "on call" roster for Union Industrial matters during the closedown period is;

- Wayne Butson 20 – 25 December 2014 inclusive on 0274962461
- Todd Valster 26 to 30 December 2014 inclusive 0274454691
- Phil Spanswick 31 December to 5 January 2015 inclusive 027 2188126
- John Kerr 6 - 9 January 2015 inclusive 0272464941
- Stu Johnstone 9 January to 12 January 2015 inclusive 0272464961

RMTU URGES MEMBERS TO USE THE 'RED CARD'

The RMTU 'red card' will be launched at the Rail/Port Canterbury Branch meeting on 17th December 2014.

The red card reminds members of the steps to follow when refusing work likely to cause

serious harm.

Steps

1. If it doesn't feel right, step back.
2. What is the hazard or risk?
3. If you continue, could you or someone else be seriously harmed?
4. If the answer is yes, then stop, inform you manager, H&S Rep and/or Delegate
5. Or call the RMTU on 04 499 2066

Don't go back to the task until you're 100% sure that the risk has been dealt with.

INDUSTRIAL ACTION AT LYTTELTON PORT LOOKS INEVITABLE AS MEDIATION FAILS

It is highly likely industrial action at Lyttelton Port of Christchurch (LPC) will start on 17 December with an indefinite overtime ban after mediated talks between the Rail and Maritime Transport Union (RMTU) and the port company failed to reach agreement today.

'A couple of weeks ago the RMTU issued notice of an indefinite overtime ban at the port commencing on 17 December, today we met with the port company in a mediation meeting provided by the Ministry of Business, Innovation and Employment, and we failed to reach agreement. That means the overtime ban will go ahead unless something happens before next week,' said RMTU South Island Organiser John Kerr.

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

'Lyttelton Port management will be saying the impact will be minimal yet the reality is this place runs on overtime. Our union covers half of the frontline employees directly employed by LPC and all of those working in safety critical areas like marine services, civil and plant maintenance and security. The reality is that if these areas aren't covered the port slows down and eventually stops,' he said.

'We also cover workers at the inland port in Woolston and this is a key link in the supply chain to and from the waterfront, so there will be an impact there as the ban begins to bite,' he said.

'What disappoints us the most is that our key claims include the establishment of a strategic relationship with the employer in order to address issues like productivity and efficiency on a continuing basis through an industrial council, and management are rejecting this. It beggars belief that here we are trying to bring industrial relations at LPC into the 21st century and management don't want to,' he said.

'Regarding wages, whilst it's true that LPC CEO Peter Davie's 18% pay rise this year has inflamed members' expectations, all we're asking for is a wage deal that's comparable to those our union has achieved in other New Zealand ports. There is a need to ensure that trade rates are aligned with the Christchurch market but that's in the employer's interests as well as our members- after all they need to be able to recruit staff,' he said.

'We remain open to further discussions but LPC need to understand we are under considerable pressure from our members to get this issue fixed. They've voted for a series of full stoppages in addition to the overtime ban but we've held off from that in the hope the employer will see reason,' he said.

CHRISTCHURCH RAIL AND LYTTTELTON PORT BRANCHES TO HOLD JOINT MEETING

It's become something of a Christmas tradition that these branches get together



for a joint meeting towards the end of the year.

This year's edition is at the Top West Lounge in the Woolston Club from 2.00 p.m. until 4.00p.m. Wednesday 17 December.

General Secretary Wayne Butson is invited and topping the agenda will be the industrial dispute at Lyttelton Port. Depending on how events unfold in that dispute we may also have a short film and/or another guest speaker for you.

We'll also be saying farewell to Port Branch Secretary Libi Carr and thanking our active members and delegates for the work they've done this year.

This is a paid stop work meeting and we need a good turnout from everybody to get the message across that our two Christchurch Rail Branches stand united.

PORT SAFETY

In a report released to the Rail and Maritime Transport Union of New Zealand, WorkSafe NZ revealed there have been five serious port accidents in Nelson since 2011, including a worker falling from a ship into the water, and a truck driver who was run over by a forklift. The most dangerous port in New Zealand is Tauranga, where 26 incidents were reported. Two were fatal, and the report lists a further four deaths in New Zealand ports and two fatalities in marinas since 2011. Union organiser Todd Valster said ports were "not really accepting responsibility" for independent contractors working on their premises. He said a large amount of the work was contracted out at the Port of Tauranga and large areas of the port were rented out. WorkSafe NZ said there have been more than 130 serious incidents at New Zealand's ports since 2011.

KR MECA RATIFICATION BALLOT RESULT

The result of the ratification ballot is as shown below. The procedure agreed by members is that the proposed settlement will be rejected if more than 33% of RMTU Members who would be covered by the

MECA vote to reject the proposed settlement.

Total ballot papers issued: **2662**

Total ballot papers not returned: **2605**

Total ballot papers returned: **57**

97.86% of members voted to accept the recommended settlement and the proposed settlement is deemed ratified.

As a clear majority of members employed within Kiwirail indicated support for ratifying the proposed settlement for the Collective Agreement, **the Union will sign** on behalf of RMTU members employed by KiwiRail Ltd.

MECHANICAL MAINTENANCE DEPOT REVIEW

The Mechanical Industrial Council met in Auckland on Wednesday Dec 10, to receive a presentation proposing a Maintenance Depot Review. KiwiRail wish to undertake a 3 month Trial looking at process improvements. This will be very similar trial to one the RMTU is supporting for our I&AM members in Auckland.

The trial will be run at the Westfield Loco Depot and Westfield Car and Wagon depot, local members have elected 3 members to be involved as coaches. It has already been identified that planning and systems need to be changed and updated and as this is a ground up process all members at Westfield will be asked for their ideas and suggestions. The aim of the trial is to have a model that then can be applied to all mechanical depots that can be adapted to suit their own unique variables.

KIWI RAIL PAYDAY FALLS ON XMAS DAY

The RMTU expressed concern about the efficacy of members being able to access their money on the day owing to KR not paying early as they have done previous when this situation has arisen to KiwiRail as follows;

".... the RMTU becoming aware of a pay run falling on Christmas Day this year, which is a Thursday.

This also followed members' earlier request that the pay run occur early, given the timing and problems with that.

In this respect, the RMTU has a number of serious concerns about this Christmas Day pay run going ahead as announced by KiwiRail.

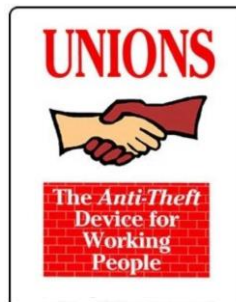
First, the day is obviously a public holiday. Therefore, what if any certainty can our members have that their pay will actually go through as usual? As you will appreciate, employees rely on their wages being paid on time, and the fact of this being a public holiday will create practical problems in terms of different banks being closed, pay roll not being able to process the run appropriately, or other issues which, at a practical level, strongly suggests that the pay run should be put through early.

Secondly, the time of year will only exacerbate any problems, in terms of banks etc. then not being open the following day (being Boxing Day), and then not open on the two days after that (being weekend days). It is therefore possible, if/when things go wrong in the Christmas pay run, for nothing to be able to be done (assuming there are any pay roll staff to do it) until the following Monday at least – five days later. I am sure that you can understand the real problems that not having wages for five days would cause our members.

Thirdly, KiwiRail has obligations to our members under the MECA and under the Wages Protection Act to ensure their wages are paid as required.

While KiwiRail will wish to comply with those obligations, it also makes sense to have the pay run go through early to avoid any problems under either head later on.

Please therefore reschedule the Thursday 25 December 2014 pay run so that this occurs early (we suggest 2 days early, so on the Tuesday overnight). Alternatively (and we clearly favour option 1), please provide KiwiRail's assurance (if it can provide one) that the pay run will actually go through as usual that day, and, secondly, please explain what KiwiRail would do if it does not,



including given the time of year, and the issues referred to above, so that we can consider the same.

Please come back to me as soon as possible, as this is an issue which is obviously pressing and important."

Kiwirail Responded as follows;

"...do appreciate and understand the concern from yourself and your members regarding the timing of this years' Christmas pay run falling on Thursday which is Christmas Day.

As you mentioned, KiwiRail does indeed runs its payroll in line with relevant legislative requirements and agreements (including the MECA and Wages Protection Act). With that in mind, as with every pay period, the notifications are provided to the banks on the Wednesday, and wages are available for staff often as early as 4pm of that same day. Well in advance of the communicated 'available on Thursday'. It is our confidence in this process that occurs each fortnight that we are comfortable that payments will be available for staff as usual.

I'm sure you appreciate the work our payroll team are currently undertaking to meet the 11 December payment timeframes for the anticipated ratification of the MECA for the benefit of your members, which also includes approx 5 months back pay.

To undertake not only this workload this pay period, but to then pull forward the next pay run and limit the time available to load approx. 3000 individual pay schedules would increase the risk of mistakes being made, which is not to anyone's benefit.

In order to ensure confidence in getting this pay run through successfully, managers have been asked to ensure timesheets are provided by 9:00am on Friday 19th December, which although still a very tight turnaround, will enable us to have the processing loaded by Wednesday 24th December. Additionally, communication has been planned for the next 3 Express communications to ensure staff are aware of these upcoming timeframes to support getting timesheets submitted accordingly.

The pay office will be closed from Wednesday 25th December, and reopen again on Monday 5th January 2015."

Conclusion

This is not a helpful response from KR, in our view, especially where they have not responded as to what they would/could do if the payroll run goes wrong, and where they have also said payroll is closed till 5th Jan, so much longer than the 5-day period that we had referred to in our email, i.e. much longer for staff to have no wages if/when anything goes wrong. Blaming back pay for the MECA is also a cop out, in our view.

Unfortunately though, whether this matter falls within the MECA depends on if the pay goes through on time. Ditto re the Wages Protection Act. **In other words, we are talking about risk of breach, rather than any actual breach.** It is arguably though not fair and reasonable to ignore the issue and rely on "our [unspecified] confidence" – no specifics, no contingency etc, and a real prospect (because they haven't explained why not) that pay may not go through, which could potentially leave workers high and dry for many days.

There is no legal remedy and this is another illustration of the "new world" of Downer Rail, in the RMTU's opinion.

In the event that the payroll does not go through correctly then we urge all members to immediately set about quantifying their losses and lodging grievances with KiwiRail for that amount plus interest. This is the best we can do at this stage.

NZ TO RATIFY MARITIME LABOUR CONVENTION

New Zealand will ratify the Maritime Labour Convention to ensure fair treatment of seafarers and protect the reputation of New Zealand exports, Workplace Relations and Safety Minister Michael Woodhouse and Associate Transport Minister Craig Foss announced today.

The Maritime Labour Convention 2006 is an international treaty adopted by the International Labour Organisation. It sets minimum standards for the health, safety and welfare of seafarers on commercial vessels.



"Ratifying the Convention gives New Zealand the power to inspect and verify that crew on foreign ships carrying New Zealand goods are treated fairly and within internationally accepted standards," Mr Woodhouse says.

It will also protect the reputation of New Zealand exports.

"This is important, given more than 99 percent of New Zealand's export goods are transported by foreign ships," Mr Foss says.

"The Convention was developed in partnership with ship owners and seafarers, making the cost, impacts and risks of ratification minimal. This partnership ensures the Convention's minimum standards reflect current industry practice and can be easily met by most ship-owners.

"New Zealand law, which applies to New Zealand registered ships, is already largely consistent with the Convention. Only minor or technical changes are required, with no material impact or cost."

The Convention will apply to about 890 foreign commercial cargo and cruise ships visiting New Zealand annually and approximately 31 New Zealand ships.

CRYSTAL BALL FOR 2015

Trends that are likely to have an impact next year. The first is that interest rates have probably peaked, certainly in the short term (and over the next twelve months). Inflation is low and if lower oil prices persist, inflation will remain low. Although our economy is seeing reasonable growth, this will remain relatively modest - although better than many of our trading partners.

Our population will continue to increase, which is positive for growth. New Zealanders are deciding that this is not a good time to be going overseas, while others are returning. Immigration is continuing. Unemployment is likely to ease a little, but most new jobs (perhaps over 70%) are being created in the greater

Auckland region. In order to get work, people will have to move from the provincial areas to Auckland.

The exchange rate is always hard to predict, as it is not solely based on what we do. If an economy, such as the USA, grows more than ours, it is fair to say that our currency will depreciate compared with theirs. We believe that next year will be very similar to this year.

KIWI RAIL (FREIGHT) INDUSTRIAL COUNCIL (KIC) UPDATE

The last KIC meeting for 2014 was held in Auckland on the 25th & 26th November. KIC, both KiwiRail management and the RMTU Reps, are motivated to improve outcomes and communication so this forum has been 'reset'. Aaron Temperton has moved to his zero harm role and the new Central Regional Manager, Mark Heissenbuttel has taken over as the KR lead. The RMTU representation remains the same. The minutes have been turned into an action plan. Any local issues that can be resolved

locally have gone back to the terminals.

A new subgroup for the LE Reps to deal directly with KR mechanical management has been set up to sort out a long list of outstanding mechanical issues. This subgroup will meet in the New Year. A KIC calendar is being set up, all of the meeting dates for 2015 have been set and the KIC team is working on how to reinvigorate or at least set up

the Local Industrial Committees nationwide. Most of the first day was spent on reviewing the current terms of reference with the assistance of an external facilitator. KR is keen to see the right KR managers coming to KIC meetings, at the last meeting Iain Hill, Clive Cooper-Smith, Janine Benson, Soren Low, a Tait Radio Engineer and Paul Ashton presented. The new Action Plan and presentations are available on will be uploaded to freight wiki.

MERRY CHRISTMAS!



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NON-RESIDENTS BUYING OUR HOUSES

There is some concern mounting, at a Government level, that non-resident buyers may be shutting out Kiwi buyers from the property market.

In the more depressed regions of the country, foreign buyers are probably an asset, but in Auckland this may not be the case. The easiest solution to all this is to adopt what happens in both Australia and Singapore. Non-residents can only purchase new dwellings and not second hand ones.

This has two advantages. It increases demand for new dwellings, so more are built, boosting the construction industry and employment. It allows local residents to have access to all the available second hand stock. This is not that difficult to implement.

HILLSIDE NOT FORGOTTEN

20 December marks 2 years since Hillside Workshops were effectively closed. There is still a KiwiRail heavy lift maintenance facility operating on the site and the foundry is being operated by another Company, although the latter doesn't appear to be doing much, if any, rail related work.

Hillside survived two world wars and the Great Depression, but it could not survive the National Government's failure to support New Zealand manufacturing. Fewer than 200 jobs were lost at Hillside, but the downstream impact on Dunedin has been much greater as sub-contractors and servicing businesses have suffered as a result of the closure. As well as this, because of the campaign the RMTU led against the closure, those job losses at Hillside have come to stand for the thousands of manufacturing jobs that have been lost under the 3 terms of the John Key lead Government.

IF YOU HAVE AN A&D PROBLEM ASK FOR HELP!!

The RMTU is concerned that members are testing positive for alcohol and/or drugs

post incident or reasonable cause within our industries. Our advice is if you think you might have a problem with alcohol or drugs then ask for help. Help is available through Employee Assistance Programmes or by contacting the Union.

Members in the rail industry can enter into voluntary rehabilitation, which is not disciplinary, but rather aimed at helping people sort out their problem with A&D. Some Port employers operate similar systems.

For further details contact your Union delegate or organiser.

DRIVER ADVISORY SYSTEM (DAS) UPDATE

A meeting of the KIC LE reps and KR will be held on December 16th in Wellington. An independent Human Factors expert, Karl Bridges, will present his findings following a study he has been doing on DAS training and the practical use of DAS on the track. The reps will again review the risk assessment that currently has 'LE distraction' classified as high risk with the introduction of DAS. KiwiRail has indicated that they do not believe there are any 'show stoppers' but that remains to be seen.

ONE STEP CLOSER TO A JUST FAIR CULTURE AT KIWIRAIL

RMTU Reps met with KRG on 3rd December to progress the work of the joint working party on introducing a Just Fair Culture (JFC) to KiwiRail.

The aim of a Just Fair Culture is to have a workplace where workers feel confident in reporting errors and unsafe behaviours because there's trust that the issue will be dealt with in a fair and just way. The JFC process uses a methodology which steers away from 'blaming the worker' when a safety breach occurs. Instead the process looks at the contributing factors as to why the error occurred and to make sure it doesn't happen again.

Members of the joint Union /KRG working group met to discuss the contents of the draft training package that will be delivered to Managers, and Delegates and Safety Reps. An Australian expert in JFC training



will be meeting with members of the working group in early 2015 to finalise the training.

CTU PRESIDENT SPEAKS ON EMPLOYMENT RELATIONS IN NEW ZEALAND AT PUBLIC MEETING HOSTED BY CHRISTCHURCH EAST LABOUR PARTY

Members from Christchurch Rail and LPC Branches attended a meeting last week hosted by Christchurch East Labour party at which CTU President Helen Kelly spoke about the state of 'Employment Relations in New Zealand'.

The topic was of particular interest to our port members as they had just served notice of an overtime ban on LPC and were looking forward to mediation later in the week.

Helen focussed on the stories that have started to emerge in the mainstream media about the exploitation of workers – filling station staff who are charged for drive offs on their shift; carers of disabled people being paid below the minimum wage; migrants being paid nothing and living in garages. She pointed out that this is not something that happens by accident, rather it is happening by design. That design is the legacy of years of stripping back workers' employment rights and attacking their ability to organise into unions.

The above examples of exploitation aren't happening in unionised workplaces but only 20% of the workforce is unionised. The National Government's backers are calling for even that small number to be attacked: hospitals, schools, the railways and ports, airports, dairy and freezing works are all targets for increased 'flexibility of labour'.

We all know what that means. It's up to us to fight it.

NATIONAL GIVING AUCKLAND GROWING PAINS

The National Government is suffocating Auckland's transport development by

holding back its funding for the vital City Rail Link, said the Green Party.

Auckland Council voted Tuesday to delay the main works on the City Rail Link to 2018 because the National Government won't commit funding before 2020. This comes in spite of record patronage growth this year, which places Auckland trains on track to hit 20 million users annually by 2018.

"The current rail system is being pushed to its breaking point," says Green Party transport spokesperson Julie Anne Genter.

"The reality is that, until we have the City Rail Link, Auckland Transport will simply be unable to keep up with the demand of its users.

"By refusing to commit to funding, the Government will push \$272 million of additional costs on to Auckland ratepayers.

"The National Government must take the blame for this delay to rail development in Auckland and the extra costs.

"We need a train every five minutes, and we can't put on more trains until we have the City Rail Link.

"Every extra person on the train will mean fewer cars on the road. Freeing up the roads will help Auckland grow into a sustainable, modern city."

MILK PRICE PLUNGE CREATES \$6B ECONOMIC BLACK HOLE

The plunge in Fonterra's forecast dairy payout to a seven-year low for farmers will create a \$6 billion economic black hole, showing yet again that National's failure to diversify is hurting the economy, Labour's Finance spokesperson Grant Robertson says.

"The fall in the forecast dairy payout means there will be \$6 billion less than expected to go into the economy.

"Not only does this mean less consumer spending and stunted growth, it also puts the Government's golden surplus target at risk.

"New Zealand is far too reliant on the dairy industry. Instead of fixing that and growing other sectors, Steven Joyce and Bill English are even more obsessed than ever with their



milky way. They have made a mockery of their promise to rebalance the economy.

"New Zealand needs a modern, diverse economy that creates well-paying jobs across all industries. Under this Government all we are seeing is more reliance on dairy and a stuttering economy as a result," Grant Robertson says.

DISPUTE – PAYMENT FOR SICK LEAVE ON A PUBLIC HOLIDAY

Recently a good keen RMTU member had to take sick leave on a Public Holiday. He was paid as he would have been if it were not a Public Holiday (e.g. no double time). This member did some research, he correctly believed the MECA outlined his entitlements when needing to use sick leave and that he should have received double time. He raised this with KiwiRail and got no success. He then asked the RMTU to assist.

A letter raising a dispute was sent to KiwiRail and the matter quickly resolved. Our good keen RMTU member received his double time and KiwiRail committed to review what has been paid for others when sick on a public holiday in the last year and provide the RMTU with the results of that review. **Check your pay dockets to see if you have been paid correctly!**

ZERO HOURS CONTRACTS

Unite opened a campaign against zero hours contracts which allow employers to hire staff with no guarantee of work. Employees work only when they are needed, often at short notice.

First Union has also joined forces with Unite to campaign against zero hours contracts. Unite, which represents the food service industry, casinos, call centre and security staff, said zero hour contracts risk workers' job and financial security while affecting their personal lives and creating a climate of fear within the workplace. Unite national director Mike Treen said such contracts give companies power and control over staff.

"Because you know that as a part-time worker that you've got to beg for those shifts, you've got to suck up to management, that's the reality of life that they want to impose on those workers

when there is absolutely, technically and otherwise, no reason for that. They can, and they should, give the vast majority of their staff secure hours," he said. Treen said the union would dedicate 2015 to "putting an end to zero hour contracts", and telling companies "no longer will they be able to treat you like some disposable commodity."

AUCKLAND PLATFORM ISSUES

The introduction process of 6 car EMU in Auckland has identified problems at both MeadowBank and Westfield platforms. Meadowbank is curved which does not allow the Train Manager to have a clear line of sight to see if all doors are safe to close, this is being assessed to see what needs to occur to make this safe and Westfield is unsafe for passengers in wheelchairs and mobility scooters, additional signage and on board announcements are being developed. A 2nd competent person will be onboard with the train manager until these problems are resolved.

OLD SCHOOL REFLECTIONS

Steve Brown has been in the rail industry for 37 years and is very passionate about rail and the people that serve within it, Steve's family have been serving in the New Zealand rail since the 1900s. He has just resigned as an RMTU delegate to take up a rolling stock inspectors role. The enthusiasm for rights of the worker is clear when you speak with Steve you feel the presents of the admiration he has for the men (and women) that built the rail in this country the same men (and women) that built the union.

Steve would say -

"Old school, no school like the old school let me tell you about old school brothers and sisters. Old school fought for regular smoko breaks. Old school fought for better working conditions, suitable work clothes, fair treatment, good wages that you can afford to live on, sick pay, maternity leave, bereavement leave and penal rates and for hour worked outside of a normal working week and there are many more.

Back in the day there were a handful of men and women that started a union and those men and women suffered and their families suffered, suffered to get all those rights that



I mentioned before. There were people that endured personal harm for standing for those rights and some die in the course of discharging their duties and we would have nothing today if it wasn't for the price the old school paid".

Steve Brown started to serve in the RTA (Rail Trade Association) back in 1984 as a delegate and later as the secretary, holding office in a union can feel difficult some days you can be the meet in the sandwich sometimes between the management and the members and Steve has held office in various RMTU positions until now.

Steve Brown is old school and when I asked him if he had a message for others that now hold delegate or officer status within the RMTU, Steve said make sure that you are doing this job for the right reasons.

We would like to take this opportunity to recognise Steve Brown and his Union service over the years. Thanks for all your help and we all wish you well on your new path, congratulations on the new position.

BITS AND BOBS

- RMTU members in AMMS (Auckland Metro Maintenance and Servicing) have continued to receive regular updates regarding the Fleet Transition to the new Electric units. Career progression workshop are being made available with members rostered to attend this is to assist them to be best placed to either further their careers.
- Auckland Transport has made clear to Transdev that their desire is for Transdev (male) members to be wearing ties. It has been acknowledged that it is not in the terms and conditions of employment to wear a tie but the RMTU has been asked for input on a way forward. The uniform committee will meet again late next week to also discuss shoes, jackets and summer uniforms.



- Members working for Transdev Auckland have identified a review of the Emergency Evacuation procedures and training is required. This will be started in early 2015.
- Transdev Auckland has proposed a move to Random D&A testing. A working party of RMTU members has been established to proactively participate in this discussion. Regular updates will be made available after each meeting.
- A delegate training day was held in Palmerston North on Tuesday 9th December. A range of new delegates attended from CT, Mechanical and Freight. Good feedback was received on the training and these delegates are looking forward to working on a plan for this branch in 2015.

**“We’re
Stronger
Together”!**

**PLEASE TAKE CARE
OF EACH OTHER AND
ABOVE ALL ELSE –
HAVE A MERRY, SAFE
AND JOYOUS FESTIVE
SEASON!**



IMPORTANT RMTU DATES 2015

International Women's Day	8 March 2015
Workers Memorial Day	28 April 2015
Pink Shirt Day: Speak Up / Stand Together / STOP BULLYING!	23 May 2015
RMTU BRANCH AGM's (Election of Officers & Conference Delegates)	To be held in the month of AUGUST 2015 as per our RMTU Rules & Standing Orders. (Please liaise with your Industrial Organiser and other local branches to ensure General Secretary and / or Presidents attendance at your AGM).
Labour Day	26 October 2015
White Ribbon Day: Saying No To Violence Against Women	25 November 2015
Executive Nominations Called	<p>National President 01 March 2015</p> <p>General Secretary 01 April 2015 <i>(or 1 May 2015 if Presidents Ballot Required)</i></p> <p>NMC 01 May 2015 <i>(or 1 June 2015 or 1 July if Pres or/and Gen Sec Ballot Required)</i></p> <p>Rail Industrial Councils 01 June 2015 <i>(1 July or 1 Aug or 1 Sep if Pres &/or Gen Sec &/or NMC Ballots Required)</i></p>
Women's Forum	4 & 5 March 2015
Ports Forum	10 & 11 June 2015
NMC Meetings National Management Committee Board Meetings	<p>1st NMC Meeting: 03 March 2015</p> <p>2nd NMC Meeting: 09 June 2015</p> <p>3rd NMC Meeting: 16 September 2015</p> <p>4th NMC/Staff Meeting: 11 & 12 December 2015</p>
NZCTU Quarterly Meetings & Conferences	<p>Biennial Conference: 14-15 October 2015</p> <p>NAC's: 19/02, 07/05, 27/08, 26/11 Wellington</p> <p>Runanga's: 20/02, 08/05, 29/08 & 27/11 Wellington</p> <p>Women's, Youth, KP, Out@Work to be advised.</p>
THE TRANSPORT WORKER: Branch Contribution Deadlines for printing	<p>Issue 1: 09 February 2015</p> <p>Issue 2: 11 May 2015</p> <p>Issue 3: 10 August 2015</p> <p>Issue 4: 02 November 2015</p>
School Holidays	<p>Term 1: Between 26 Jan - 05 Feb to 02 April 2015</p> <p>Term 2: 20 April to 3 July 2015</p> <p>Term 3: 20 July to 25 September 2015</p> <p>Term 4: 12 October to 18 December 2015</p>