

# THE ACTIVIST



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## **OTIRA HITS THE FAN**

There have been a series of fan failures within the Otira Tunnel on the Midland Line. The tunnel has 2 fans fitted and this is meant to provide safety redundancy in the event of a failure. The difficulty arises when 1 fan is out of action and the second fails with a train in the tunnel. The effects are immediate. The (up to 5 Dxb/r) loco's overheat and starve for oxygen and shutdown. The loco Engineers are immediately at risk.

The Union and its members are reconsidering the wisdom of entering the tunnel with 1 fan inoperative. The Union has called for the immediate convening of the Otira Tunnel Council and the consideration of an independent analysis of the current safety framework and provisions for train operation. There are lots of tunnel experts in NZ currently and so it should not be difficult to source one to undertake the exercise.

## **98% OF UNION MEMBERS BACK SLEEPOVER MINIMUM WAGE DEAL**

Around 1700 disability support and community mental health workers have voted nearly unanimously to accept a revised Government offer to end their long-running struggle to be paid the minimum

wage for sleepover shifts. Over 98% have voted in favour of the deal. Over 60 meetings of Service and Food Workers Union members have voted on an offer to settle the 10-year dispute before a Supreme Court hearing set down for 13 September.

SFWU National Secretary John Ryall said the settlement, which would ensure the full minimum wage was paid for workers doing 'sleepover' shifts by the end of 2012 was a victory for low-paid workers.

The settlement, totalling more than \$100million, provides for 50% of workers' back pay claims to be paid and ensures sleepover shifts will be paid at the full minimum

wage by the end of 2012. The cost of the settlement will be shared by Government and the IHC.

Now Cabinet has signed off the deal, the only part of the process left is for Parliament to pass legislation and extend the settlement to other providers than IHC.

"This is a really great outcome, not only for workers, but for those requiring support and their families," said John Ryall. "After a long struggle it is good to see government investing in this sector."

## **LYTTELTON PORT COLLECTIVE AGREEMENT RATIFIED**

The RMTU-MUNZ Collective Agreement with



*Authorised by The Rail & Maritime Transport Union Inc, Level 1, Tramways Building, 1 Thorndon Quay, Wellington.*

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

Lyttelton Port was ratified by an overwhelming majority of members at a joint union meeting on 15 September.

The deal delivers a 4% wage increase immediately, 3% of which is backdated to the expiry of the previous collective agreement in April. There are two further increases of 3% in both September 2012 and September 2013.

This means that in less than two years from now members' pay will have increased by 10.36%.

Whilst the negotiation process was disrupted by earthquakes and snowstorms, it was also prolonged by the Employer tabling a list of clawbacks that the unions' negotiators had to fight off.

The fact we got this deal without having to accept clawbacks or taking industrial action is testimony to the bargaining strength of a fully unionised workforce.

### **KR INDUSTRIAL COUNCIL NOMINATIONS RECALL – PASSENGER 2011 - 2013**

As no nominations were received for the following 2 positions nominations are recalled for those positions on the KiwiRail Passenger Industrial Council.

#### **Yard Operations**

If you are employed by KiwiRail Ltd in a Terminal Operations capacity in Passenger Group then you are eligible for nomination for this position.

#### **Scale 1**

If you are employed by KiwiRail Ltd in a capacity which is paid under payscale 1 in Passenger Group then you are eligible for nomination for this position.

**Nominations must be moved and seconded by current financial Union members who are employed within the same area for which the nominee is being nominated for and an acceptance of nomination signed by the nominee. Correctly completed Nominations must**

**be received in the Unions National Office by 0900hrs Monday 17 October 2011**

### **WA TRAIN DRIVERS STRIKE**

QR National train drivers (a number of whom are ex NZ LE's) have been striking since June over pay and shift hours. Western Australia's 2011/12 harvest is expected to break records in several zones making it vital that grain is moved promptly to port and a reliable rail service is in place.

A Rail industry source that requested not to be named told *Rail Express* that QR National train drivers in WA are seeking parity with their Queensland counterparts, who are being paid more. "There is about six to eight weeks before this becomes a real issue for transporting the state's harvest by rail, so QR National has a small window of opportunity to come to the table," the source said.

A QR National spokesperson told *Rail Express* the company is "disappointed" that some of its WA depots had taken industrial action, given it was in the middle of a negotiation process with employees' bargaining representatives.

"We continue to bargain in good faith and have provided employees with a 4% pay increase in July to ensure they are not disadvantaged while negotiations continue," the spokesperson said.

This proposal was rejected by the RTBU members.

### **INFRASTRUCTURE WORKERS PROTECTION**

Recent events have prompted the need to remind all those involved in track protection to make sure all processes are followed and not rely on any assumptions. The importance of reliable protection for infrastructure workers is very clear – unreliable protection puts their lives at risk! Ideally we would have physical barriers to stop a train entering a worksite when it is not clear and while there have been prototypes of electronic detonators and static train stop for the Wellington Electrified



Area, physical barriers can still ineffective if clearance is wrongly given. There have been a number of near hits so we must stop this trend now. Communication plans and clearly defined responsibilities for giving clearance within each team are essential. Remember even if the workload is big and workers are rushed for planning, safety must come first!

## 168 GLITCHES MAR CHINA'S HIGH-SPEED RAIL

An internal report by China's ministry of railways has revealed the country's high-speed railways experienced 168 "glitches" in the month of July alone.

**High-speed trains manufactured by CNR experienced the most problems**, with the ministry's transport bureau identifying 56 malfunctions occurring on trains built by CNR's Changchun unit and a further 30 issues with trains built by the company's Tangshan unit.

106 out of the 168 issues were reportedly caused by "design and manufacturing quality problems".

The report was an internal notice to Chinese local railway officials and trains manufacturers, and was then picked up by the country's official China Daily newspaper.

The report identified issues with trains built by four high-speed train manufacturers in total, including CSR, China Daily reported.

In August the Chinese Government announced that it would suspend approval of all new railway construction projects, slow down all of the country's high-speed trains and commence safety checks on its high-speed railways in the wake of the fatal high-speed train collision near the city of Wenzhou in July that killed 40 people and injured over 200.

The collision has raised major concerns around the globe over the country's fast-growing high-speed rail sector.

**NOTE: CNR manufacture the Locomotives and wagons purchased by KiwiRail.**



## LYTTELTON PORT COMPANY CITY DEPOT DISPUTE GOES TO EMPLOYMENT RELATIONS AUTHORITY

Lyttelton Port runs an operation on the Christchurch side of the Lyttelton Tunnel that is an extension of the Port.

The RMTU has recently recruited all of the Forklift Operators on this job. They're paid up to \$7 an hour lower than workers on the other side of the hill despite, in our view, falling under coverage of the LPC Combined Unions Agreement.

The Company is refusing to accept these members are part of the Combined Unions Agreement.

On one level it's a narrow legal argument. On another, human, level it's about eight families getting a decent wage.

We're off to the Employment Relations Authority to get a determination. If the Authority agrees with us these members will get a well-deserved boost in their pay.

No-one wants to have to fight in court over matters like this. If we do, it's good to know that one of the benefits of union membership is having the support and representation that enables us to do so.

## FIJI GOVT IMPLEMENTS ANTI-UNION DECREE

Fiji's military-led government has implemented a harshly punitive decree designed to virtually outlaw trade union activities and further crush dissent. The Essential National Industries (Employment) Decree 2011, ENI, was enacted on 9 September, despite months of protests and warnings across the Asia Pacific region that it is illegal, indefensible and dooms any attempt to return the nation to democracy.

Fiji's government was installed by a coup in 2006. In 2009 the then president suspended the country's constitution, dismissed the Court of Appeal and introduced public emergency regulations. These restrict freedom of expression and the right to

peaceful assembly and have reportedly been used alongside a campaign of intimidation to silence opposition. Decree 35, the Essential National Industries (Employment) Decree, ENI, will allow the government to outlaw effective unions, nullify long standing collective bargaining agreements and sack union officials.

According to the Fiji Trades Union Congress (FTUC) four industries and 11 corporations will now come under the ENI decree, including aviation employer, Air Pacific.

ITF general secretary, David Cockroft stated: "Declaring Air Pacific as an essential service on an island with plenty of competition from foreign carriers is clearly nonsense. It proves, yet again, that this latest action by the Fijian regime is aimed at destroying the trade union movement in Fiji. The international trade union movement is on alert and we will not stand by and watch workers' rights being destroyed."

ITF president Paddy Crumlin commented: "We condemn the action of the Fijian military dictatorship in the strongest possible terms. The human rights of all Fijians are being crushed."

He concluded: "We intend to take lawful international solidarity action in conjunction with international unions, human rights activists and community support groups. Trade unionists around the world are outraged by the continued repression of human and workers' rights by the Bainimarama military regime."

## SCENE SET FOR KIWIRAIL MECA TALKS IN 2012

KiwiRail's operating surplus, before depreciation and grant income, was just over \$100 million, an increase of 28.9% on the previous year. Operating revenue also increased despite the difficult operating conditions to \$667 million, an increase of 2.6%.

"The performance of the freight business during this time was particularly encouraging," said John Spencer KR Board Chair. "We experienced growth in all freight trading categories, bulk, domestic and import/export, despite lost coal volumes due to Pike River and a dry milk season in the lower North Island."

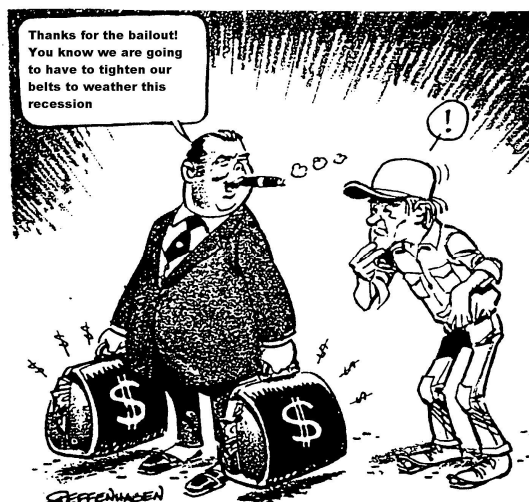
"Freight revenue increased by eight per cent to almost \$400 million, which is approximately 60 per cent of the company's overall revenue."

"Of particular interest is the increase in revenue for import/export freight of almost 13 per cent, despite subdued economic conditions, and a 22% increase in agricultural produce volumes." Mr Spencer said Interislander business had increased revenue by over \$2.7 million, but the long distance passenger business had produced a decrease in revenue by just over 24 per cent due to the Christchurch earthquakes.

"Unfortunately we had to suspend the Coastal Pacific service for six months after the February earthquake," he said. "But this service and the Tranz Alpine will get the benefit of new carriages this year which should result in an increase in future revenue," he said.

"While Tranz Metro did improve revenue by four per cent we still have work to do to improve service levels on the Wellington Metro network. Now that the Matangi fleet is being introduced and the Wellington network upgrade is largely complete, we are achieving improvements in on time performance."

Mr Spencer said while the year's performance was positive, the results were below the Statement of Corporate Intent (SCI) targets. Operating revenue of \$667 million is 2.6% lower than the SCI projection, with an EBITDA result of \$100 million, compared to \$120.8 million.





Over the next year, KiwiRail is looking to increase revenue and continue to manage operating and capital expenditure. Mr Spencer said KiwiRail is optimistic that the revenue target for the 2011-12 year of \$737 million can be achieved if normal operating conditions are experienced.

## TRACK WARRANT LIMITS

Following the breaching of TW limits in several incidents where the limits had been issued to the rear of a signal or indicator, KR have issued briefings to Train Controllers to cease this practice. The issuing of Track Warrants with limits to the rear of signals/indicators under normal circumstances for a train is not permitted.

The practice is still used for Hi Rail vehicles, unusual circumstances, break downs etc.

The RMTU has advised KR that we will actively advise LE's not to accept TW limits to the rear of signals/indicators unless there are unusual circumstances. **DON'T DO IT LE'S!**



## FOOD PRICE RISES HAVE OUTSTRIPPED WAGE INCREASES

The annual increase in food prices of 6.6 percent in the August 2011 year has outstripped wage increases of just 1.9 percent as shown in the Labour Cost Index", says CTU Secretary Peter Conway.

Peter Conway said "unfortunately it is low income families who spend a higher proportion of their income on food and necessities that bear the brunt of these price rises. They also largely missed out on the tax cuts since 2008 which saw the top 10 percent get tax cuts worth \$2.5 billion a year while GST increases forced up the cost of living".

The increase in annual food prices for the August year is down from the 7.9 percent increase for the year to July 2011 but is still having a major effect on households. For instance, fruit and vegetable prices are up by 13.2 percent.

The overall Consumer Price Index remains high at 5.3 percent.

Peter Conway said that wages will need to rise simply to keep up with the cost of living and the Government will need to take the steep rise in prices into account when they review the minimum wage which is already too low. Unions will argue that the minimum wage should be at least \$15 an hour.

## THE TOP 10 SLIP-PRONE SITES ON WELLINGTON'S METRO TRAIN NETWORK:

Kapiti line: 26.1km from Wellington - between Plimmerton and Pukerua Bay stations

Johnsonville line: 2.8km from Wellington - alongside Hutt Road

Wairarapa line: 49.4km from Wellington - near the Rimutaka tunnel

Johnsonville line: 3.5km from Wellington - between Wadestown and Crofton Downs station

Kapiti line: 9.9km from Wellington - near Johnsonville

Johnsonville line: 3.7km from Wellington - between Wadestown and Crofton Downs station

Kapiti line: 11.1km from Wellington - by Johnsonville

Johnsonville line: 3.9km from Wellington - between Kaiwharawhara and Ngauranga

Kapiti line: 25.8km from Wellington - between Plimmerton and Pukerua Bay stations

Johnsonville line: 4.4km from Wellington - before Crofton Downs station

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## LABOUR'S POLICY WILL SPELL A WELCOME END TO 'NATIONAL STANDARDS'

Labour's just-released policy to raise student achievement in primary schools will spell a welcome end to 'National Standards', says the education sector union NZEI Te Riu Roa.

Under the policy, schools would monitor and track student progress against their own school expectations, and would not be required to implement 'National Standards'.

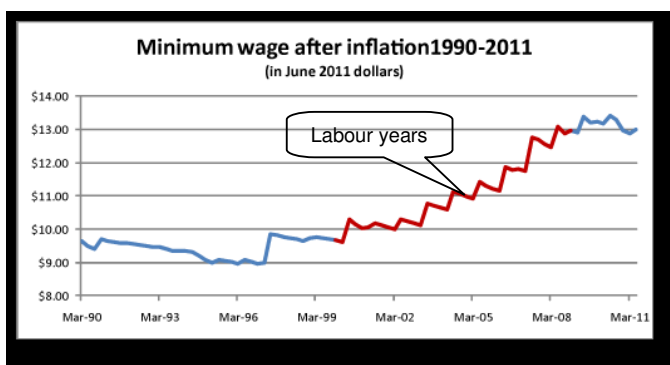
"This would mean schools could refocus student learning back on the curriculum and allow them to rely on robust and tested assessment practices to measure student achievement," says NZEI President Ian Leckie.

Hundreds of school communities have been bullied into minimal compliance with 'National Standards' but have no

confidence that they will do anything to raise student achievement.

Mr Leckie says "considering that lack of confidence and the level of concern and frustration about the implementation of National Standards, we know that given a choice, schools would move swiftly to dump them."

Polling also shows that an overwhelming majority of principals, teachers and parents are very worried by the prospect of league tables and believe it will be unfair to compare schools based on 'National Standards' information.



Ian Leckie says because of the lack of consistency in the way 'National Standards' are being applied around the country there can be nothing national about them.

"Any policy which would stop unreliable student achievement information being collected centrally will be welcomed".

Labour's policy shows trust and confidence in the ability of schools to set high expectations for their students, measure their progress against robust assessment tools and encourage learning based on the curriculum and the individual child.

"Once schools are no longer required to use 'National Standards', they will quickly be tossed aside and go down in history as a failed educational experiment," says Mr Leckie.

## FIGURES CONFIRM UNION CONCERNS ABOUT WOOD PROCESSING INDUSTRY

A union representing wood processing workers says concerns it expressed last week about the state of the wood industry have been confirmed by manufacturing figures out today.

Statistics New Zealand's manufacturing survey reports a 0.8 per cent decline in the volume of wood and paper product

manufacturing sales in the June 2011 quarter. The sector has declined three out of the past four quarters.

Despite upbeat talk at an industry conference in Rotorua last week, the NDU voiced concern that production was declining, sawmills were closing and workers were losing jobs.

NDU General Secretary Robert Reid said that the union was dealing regularly with wood processing job losses, including several in recent weeks in Kawerau, Tangiwai and Fielding, and was aware of closures and reduced hours in other areas.

Robert Reid said government action was needed to stop the wood processing industry declining further.

"Once again, we ask the Minister of Forestry what action he is taking to ensure the survival of the wood processing industry, and that New Zealand has enough wood processing capacity to fill the demand which will come from the Canterbury rebuild over the next few years," he said.

"It is no good to hope and wait for local timber to be used in the Canterbury rebuild, if there are no processors left to manufacture the wood required."

Robert Reid said the union, which also represented textile workers, was also worried with today's figures for textile, leather, clothing and footwear manufacturing, which has also been in decline three out of the past four quarters, and was down 2.2 per cent in the June quarter.

"We are concerned about what affect this may have on workers in the textiles sector over the next few months, at a time when New Zealand carpet manufacturers should also be increasing production to meet the demand from the Canterbury rebuild," Robert Reid said.

## KINDERGARTEN TEACHERS REJECT SETTLEMENT OFFER

## OVER CUTS TO NON-CONTACT HOURS

Kindergarten teachers have rejected their latest settlement offer and are sending a clear message to the government over plans to cut two hours of their non-contact, professional release time.

They have been in pay negotiations for more than six months.

The Union says the main sticking point is around an attempt by the Ministry of Education and kindergarten employers to take away two hours of valuable non-contact time for teachers in sessional kindergartens.

NZEI is encouraging the government and employers to return to the negotiating table as soon as possible in the hope of resolving the issue.

## GOVT NEEDS TO STOP THE WAR ON AUCKLAND

Green Party Co-leader Dr Russel Norman today called on the Government to end the war on Auckland, and work with Aucklanders and the Auckland Council to improve transport in our largest city.

"This Government continues to sabotage the partnership between central government and our largest city, as witnessed most recently by the attempt to humiliate Mayor Len Brown by unilaterally taking over the waterfront without even telling the Mayor first.

"A strong partnership is what is most needed to deliver a decent transport system and a successful Rugby World Cup," said Dr Norman.

Dr Norman was responding to the Government's surprise takeover of the Auckland waterfront under special powers in the Rugby World Cup legislation.

"The Government basically planned a party in downtown Auckland, invited everyone to attend, didn't provide sufficient resources, and now is blaming the city for the chaos that ensued.



"It's common courtesy, when throwing a party at someone else's place, to work constructively with the hosts, who in this case are the people of Auckland, represented by their democratically elected council.

"The biggest irony is that the Government wants to lay the blame of the failure of public transport with Auckland, when for the better part of the decade, Auckland has been begging for greater investment in public transport.

"The public transport failure on Friday night is indicative of the failure of successive Governments, both National- and Labour-led, to make smart transport investments in Auckland.

"It is disgraceful that the Auckland rail network could not cope with 60,000 passengers, when a low density city like Perth regularly carries more than twice that number on its rail network.

"The only thing standing in the way of a smart transport system in Auckland is this Government, which is planning to spend a pitiful \$25m a year for the next ten years on new public transport infrastructure. They will spend at least 50 times more, well over \$1b a year, on new motorways.

"Auckland needs and wants a decent transport system. We can have it, if the Government puts politics aside and actually works with Aucklanders, instead of against them.

"It's time to call a truce in this war," said Dr Norman.

*Authorised by Dr Russel Norman, Parliament Buildings, Wellington*

## CONTRACTORS - KR NETWORKS

Discontent amongst our Bay of Plenty KRN members has arisen over the company's use of contractors to do "mudspots" and the fire runs on the Murupara Branch Line.

A meeting between delegates and the company is set down for 22 September.

## CTU-AFFILIATED HEALTH SECTOR UNIONS AND DHBS AGREE ON A PROPOSED SETTLEMENT

The Council of Trade Unions' (CTU) affiliated unions in the health sector and the 20 nationwide DHBS have agreed to a proposed collective agreement settlement for the next two years.

The CTU-affiliated health sector unions have around 55,000 members, approximately 80% of the DHB workforce. The proposed settlement covers a range of employees who contribute to the delivery of public health services and covers 50 collective agreements.

The proposal is about to go to union members for ratification.

The proposed settlement includes monetary and non-monetary elements which address common issues across all 10 unions, such as pay and leave conditions, and union specific issues relevant to each union

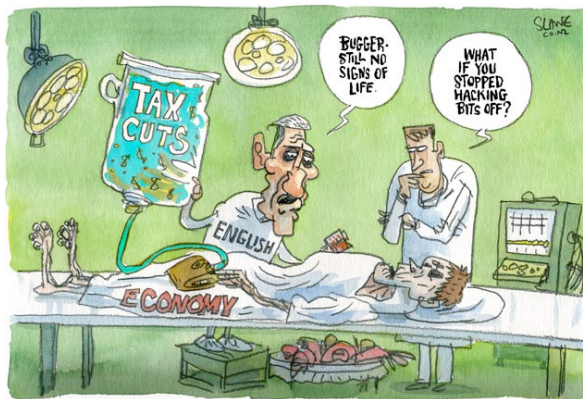
group.

The results of the union ratification meetings will be known by early October.

## BENEFITS OF CO-OPERATIVE APPROACH IN DAIRY MUST NOT BE LOST

The benefit that the co-operative dairy model brings to farmers, the provincial workforce and rural communities must not be put at risk by a false understanding of the drivers of milk prices, the Dairy Workers Union said.

Dairy Workers Union National Secretary James Ritchie said the principal drivers of domestic milk prices were beyond the farm gate.





"We don't believe that the price farmer shareholders receive for their milk is too high," he said. "Rather, the evidence suggests that it is the wholesale and retail margins on the price of milk in New Zealand that are inflated, which Consumer NZ have found is around 70% on the cheapest milk. That margin is much higher, of course, on more expensive, branded milk as the amount that farmers receive per litre is the same."

He said the union's view was that the co-operative basis of the New Zealand dairy industry has been and remains the single most important foundation of this country's success as a dairy exporter.

"This model has clearly been in the interests of farmer shareholders. But farmer income also flows through regional communities, and Fonterra and the two other co-operatives account for thousands of good dairy manufacturing jobs also, exactly the sorts of jobs we need in regional communities."

He said Fonterra's competitors were focussing on the farm gate price because they could not match it and it was in the interests of private investors to reduce the farm gate price to increase profits to their non farming shareholders.

"It is quite simple – either we back New Zealand farmers, workers and regional communities, or we usher in changes to dairy policy which will see profits concentrated among an elite – often overseas."

James Ritchie said milk was just one item of rapidly rising food prices putting pressure on low income families, and there was value in debating whether a domestic milk price should be set for New Zealand consumers.

"New Zealanders support the dairy industry through infrastructure development, investment in biosecurity, trade policy and environmental protection measures. We

believe this support deserves a price discount," he said.

## PORT TAURANGA GROWTH

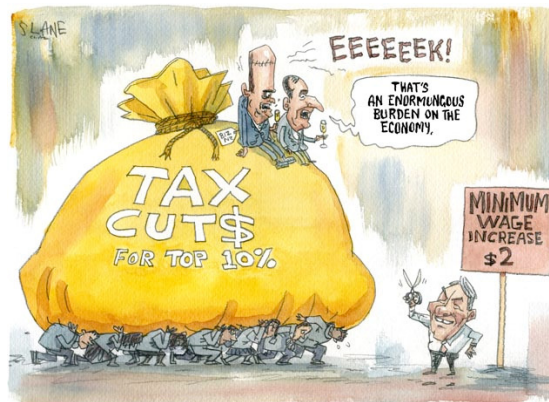
The port is picking up new shipping line visits with one such case being the new MSC Service (see Bits and Bob's). This has triggered a discussion within the ranks of our port branch members about needed increased numbers of crane and straddle drivers, lashers and linesmen. The branch is in discussion with both the Port Company and C3.

## EOI FOR MIDLAND LINE SIGNALLING

KiwiRail has issued a request for expressions of interest (EOI) for the design, build and implementation of a signalling and train control solution for the Midland Line. The EOI is available from the Union office upon request. The EOI states that the system must be able to cope with 45 wagon coal trains and current track clearances. It also that electrification may be provided between Arthurs Pass and Otira in the future. Additionally whilst not demanding that suppliers provide train overrun protection it acknowledges that if the proposed system provides this feature then KR would welcome the associated risk reduction to its safety profile. The EOI closes 7 October 2011.

## UGL SECURES RAIL FREIGHT LOCO CONTRACTS

UGL has secured two contracts worth \$88m for supply and maintenance of rail freight locomotives in New South Wales' Hunter Valley and Western Australia's Pilbara region. The orders include the supply of seven of the company's C44ACi locomotives and a five-year maintenance program to support rail haulage services for a leading resources company in the Hunter Valley. UGL declined to name the company, though Rail Express understands this is the first



time the mining company has purchased locomotives in Australia. The Evolution Series locomotives were originally designed to meet increasingly stringent emission standards emanating in the US. After a US\$400m investment by GE, the new locomotives are claimed to be the most technologically advanced and environmentally compatible heavy haul locomotive in the world, producing 40% less emissions (than previous GE-UGL models), improved fuel efficiency and extended overhaul intervals rates.

## TWU OZ THREATENS QANTAS

The Transport Workers Union (TWU) has advised Qantas that up to 3,800 baggage handlers, ground staff, catering, freight and other transport employees will go on strike for four hours from 5am on Tuesday 20 September, and has also imposed bans that could affect flights for a 48-hour period.

"Qantas management is now in the hands of a Board and management that is utterly hostile to good faith bargaining with trade unions. We haven't seen this kind of hostility from Qantas previously. It is distressing our members and Qantas staff generally," TWU national secretary Tony Sheldon said.

"I believe we are now witnessing typical union-busting strategies imported from the USA and which the mining sector has tried to repeatedly use over the last ten years. "The Qantas board and management have such antipathy to the people who have kept them flying and making significant profits that work stoppages are necessary.

"Perhaps the most disturbing rumour to come out of negotiation is Qantas' plan to bring in overseas-trained strike-breakers to take our members jobs. "I want to make it crystal clear: if Qantas attempts to do this, the tarmac will become the wharves of this decade in terms of industrial action. "The TWU is negotiating in good faith and following the law and we expect Qantas to do the same," Tony said.

## BITS AND BOBS



Postcards Opposing the Trans-Pacific Partnership Agreement have been distributed to branches. Please ensure you take a handful and distribute them widely.



MSC has included Port Tauranga as it's only NZ port visit for its new Pacific Service. The service rotation is Melbourne, Sydney, Brisbane, Tauranga, Panama Canal (Balboa) and Los Angeles (Long Beach).



Word is that Tauranga is ordering 2 new gantry cranes and has doubled the order it was going to make for new straddles.



KiwiRail's Southdown terminal is staking a claim that with recent growth in container volumes it is the 3<sup>rd</sup> busiest container terminal in NZ. If true this would place it behind Auckland and Tauranga. 2 out of the 3 are RMTU sites!



The Straitsman ferry when travelling at its consent speed of 18knots does not meet the wake requirements of its resource consent. It has to slow to 17.2knots to conform to the consent.



The NZ police report that in the southern policing district (Oamaru and all points south) has had 27 people killed in truck related crashes within the last 5 years. In addition 95 people were seriously injured and a further 368 received minor injuries.



C3 Sulphur Point Wages Talks – The company has offered 1.6% year 1, 1.6% for year 2 and 1.6% for year 3



C3 Log Marshalling Wages Talks – The company has offered 1.6% year 1, 1.6% for year 2

**Please take care of each other and above all else - Let's Be Safe Out There!**