

THE ACTIVIST



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DAYLIGHT SAVING

Daylight Saving will begin again on Sunday 29 September 2013 (when clocks go forward one hour)

HEALTH AND SAFETY REP ELECTIONS FOR KIWIRAIL AND TRANSDEV

Are you,

- Passionate about improving workers health and safety?
- Passionate to promote and represent the health and safety interests of your workmates at your local Health and Safety committee?
- Passionate about increasing your skills by doing Health and Safety Rep training with the option of completing NZQA unit standard 20198?

Nominations will be called for Health and Safety Rep elections for both KiwiRail and Transdev in October 2013.

Look out for nominations forms from early October.

WAS MPI ALSO GAGGED OVER RUATANIWA CONCERNS?

The Department of Conservation was not the only agency to have its concerns about the Ruataniwha Dam silenced by the Government – it appears the Ministry for Primary Industries was also gagged, Labour Leader David Cunliffe says.

“Leaked briefing notes (attached) reveal DOC consulted its colleagues at MPI over

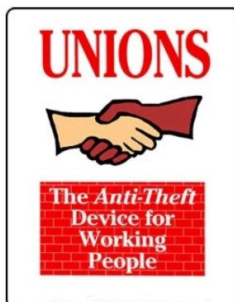
the construction of the irrigation dam in the Tukituki Catchment.

“MPI advised it had ‘similar concerns’ and intended to lodge a submission. Those concerns included the adequacy of the phosphorous management, lack of definition of industry best practice, the use of a nutrient management system called OVERSEER and concerns about the economics of the dam.

“However, these concerns were considerably watered down in MPI’s final submission and the Ministry did a 180 degree turn on the economic impacts. The draft said the dam would be negative, the final submission said it would be positive. Why the change?

“MPI’s change adds further murk to the DOC interference scandal already engulfing endangered Minister Nick Smith.

“It’s time the Prime Minister stepped in and brought his renegade minister back into line and gave the public some honest answers,” David Cunliffe says.



PREMATURELY DECAYED SLEEPERS (PDS)

The sorry tale of PDS goes on. KiwiRail clearly did not engage in genuine or meaningful consultation around its proposal to contract out inspection and identification of the decayed sleepers, as described in the last issue of *The Activist*. The RMTU has formally lodged a “dispute” with KiwiRail about this and a plethora of other matters relating to breaches of good faith and contracting out through our lawyer Geoff Davenport of McBride, Davenport and James.

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

The next step will be a formal mediation with KiwiRail in an attempt to resolve these matters with the help of a MOBIE mediator.

We are also giving very serious consideration to an organised industrial response by members to the Company's repeated failure to abide by agreements it has made with the RMTU on contracting out of work. This will provide an opportunity for rank and file members to demonstrate their passionate desire to have secure jobs to the boss! All members are encouraged to be ready to support their brothers and sisters working on the track and to keep you informed as events unfold.

FURTHER SOLUTION TO THE AUCKLAND PROPERTY MARKET

Another way to ease the housing congestion in Auckland, and to assist first home buyers, is to have a rapid rail network between Auckland and Hamilton.

Houses are considerably less expensive there, and Hamilton has a good civic infrastructure in place. A rapid train system would allow people to have all the advantages of working in Auckland or Manukau (such as higher rates of pay) but with the benefit of the cheaper housing options in Hamilton.

If twenty thousand more people chose to live in Hamilton, it would take some housing pressure off Auckland and give Hamilton a boost at the same time.

GIVE US A BREAK CAMPAIGN – GET BEHIND IT NOW!

'Give us a break' is a campaign response to the National Lead Governments plan to take our meal breaks of us. The Campaign gets underway on 30 October (or the week thereof).

We want branch officers, delegates and members to register and organise a morning tea/smoko/tea break at their workplace.

At the morning tea, we're asking members to take a picture holding a sign saying why they need their meal/rest break, and getting

them to either share it on social media and/or send it in so we can share it.

We have a website ready to take registrations for workplaces that will host tea break events. Once someone registers they will receive an email with the resources and instructions on what to do during the day. We also have resources (a flyer, poster and a sign for members to fill in and photograph themselves with).

Here is the website:

<http://union.org.nz/giveusabreak>

and here are the resources:

[Flyer](#)

[Poster](#)

[Sign to hold up and photograph](#)

Let's all get in behind this campaign as we need to tell the Nat's to take their grubby little hands off our breaks!

FRONZ/KR/RMTU

This Friday (28th September) representatives from the Federation of Rail Organisations NZ, KiwiRail and the RMTU will meet in Wellington to discuss FRONZ's desire to train and use their own 2nd person/Firemen. There is nothing new about FRONZ's desire to have their own people performing operating roles on Heritage trains and the response from the RMTU has been a consistent NO!

We have stressed to FRONZ and KiwiRail that Loco Operating staff working on the network must be fully qualified current practitioners.

In fairness there has been a lot of work put in by KR training staff to develop programmes to enable current LE's to get steam qualified but this has failed to happen as FRONZ don't appear to be keen to train the existing KR LE's. Rather, they would like to further develop the shortage "crisis" so as to support their desire to get onto the locomotives as crew.

Today it is the 2nd person tomorrow will be who knows what? FRONZ initially stated that KR was price gouging and



so it was cost that was driving the need. To address this the RMTU worked with them to get better transparency of costs and billing by KiwiRail.

As previously reported in this publication, FRONZ have managed to get some 2nd person theory training done via the back door with no consultation with relevant KR business groups or the RMTU which has only upped the ante. Additionally the RMTU has recently been advised that a KR trainer took KiwiRail Rail Operators who were being trained as second persons on a heritage site (not far from Wellington) for practical training and at the same time the heritage people climbed all over the loco with no PPE. We wonder why the training was done there in the first place and why did the trainer sit back and allow the heritage people to climb all of the loco, take photos to put on-line to brag about the training – it beggars belief!

The Battle lines are drawn!

KR-TRANSDEV LE TRANSFER AUCKLAND

The process to facilitate the transfer 66 LE's from Kiwirail to Transdev is progressing well. The issue for identification by the Union is to establish the "same or more favourable" T&C's for those transferring. This is a very important legal test as if established and agreed by the RMTU members involved are prevented from having an entitlement to redundancy choice. If the same or more favourable is achieved by the Union then members selected transfer to Transdev or they are left with the option of resignation.

To "get a feel" for the feelings of members a survey was conducted. Responses from the survey indicate a good amount of interest from members in making this switch. The success so far is largely based on excellent involvement from a number of LE's and a thorough list of questions for Transdev to answer. A small group has been conducting a line by line comparison of the ROM's to meet the same or more favourable requirements and it is planned

to hold our next meeting on Wednesday October 3rd.

Following each meeting a joint notice is issued to members/staff.

C3/ RMTU CA - MOUNT.

We have finally settled the C3 / RMTU collective agreement, and the appropriate back pays have been sent out to union members. We still have a number of issues to resolve arising out of the settlement of the agreement, which we hope to finalise next week.

25 NOVEMBER 2013 – UN DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN

25 November is an important day for ITF affiliates worldwide. It marks the day that the ITF family campaigns for the elimination of violence against women. The message remains the same: 'NO to Violence Against Women'.

Why are we doing this?

Violence perpetrated at work or in the home, continues to be a major issue for women transport workers worldwide. Over the last few years an ever growing number of ITF affiliates have reported to the ITF incidents of physical, emotional and sexual violence against women members than ever before. UN research shows that one in three women suffer from violence during their lives. Unions and union members can implement strategies to work towards eliminating violence against women.

NO to Violence Against Women

Declaring NO to violence against women is the first step in dealing with the issue. What needs to follow is strategic and coordinated union action – activities, collective bargaining outcomes, union and workplace policies and procedures, support networks, facilities for women, appointing Women's Officers, creating Women's Committees and networks and many other actions. Transport unions across the globe have and continue to respond to this issue. It is a collective



union responsibility that requires a collective union response.

What can you and your branch do?

ORGANISE AN ACTIVITY: We urge branches to consider what activity they can stage on 25 November to highlight the issue.

CAMPAIGN MATERIALS: RMTU National Office will be distributing poster and ribbons to branches before 25 November.

VISIT THE CAMPAIGN WEBSITE at www.unionsagainstviolence.org

TRANSDEV SIMULATOR

At the recent unveiling of Auckland's new EMUs Transdev showed off their new simulator to our Gen Sec Wayne Butson. CAF have done a magnificent job of digitally mapping the Auckland network, which runs on the 2 simulator units. A control panel outside the rooms monitors closely what each driver is doing, with the trainer able to launch a large number of obstacles at any point.

Both Wayne and local Organiser Stu Johnstone were treated with turns at the controls. These simulators should prove to be invaluable, they are an exceptional part of the whole development to an electrified network.

CHAMPION FLOUR MILL COLLECTIVE AGREEMENT - BOP

This Collective Agreement has now been provisionally settled and we are currently finalising the Terms of Settlement and the final wording of the Collective agreement.

It is disconcerting to hear how difficult Champion Flour is being with the First Union members in Christchurch, who are trying to settle a collective agreement. Given Champion is now Japanese owned we ask "is this the Japanese way of dealing with negotiations"?

TRAINING

Delegate training courses in Auckland have been organised for October 17th, 24, and 31st, all invitations have been sent out. Delegates have expressed a desire to learn more about representation and bargaining.

Karen Fletcher will be joining us to incorporate a H&S session.

WOMEN GOING BACKWARDS UNDER NATIONAL

Women may have got the vote 120 years ago but new figures show women in the Defence Force are going backwards under the National Government, Labour's Defence spokesperson Phil Goff says.

"Figures provided to the Foreign Affairs and Defence Select Committee shows there are 1325 women in the armed services this year. That is a 16 cent fall in five years; in 2008 there were 1574 – or 249 more – women serving our nation.

"The Army has been the worst hit. There were 664 women in 2008, there are now 547. In the Navy women fell from 473 to 403 and in the Air Force from 437 to 375.

"Civilianisation and budget cuts have seen morale in the Defence Force plunge and attrition rates rise to record highs.

"Women are another casualty in the Government's ongoing attempts to cut costs in our armed forces.

"Just last month the Chief of Army Major-General Dave Gawn said the Army was not an attractive option for women.

"Major-General Gawn also said studies show gender perceptions and attitudes won't change until the percentage of women in the Army grows closer to 30 per cent. He said with women only making up 13 per cent, the Army had a 'long way to go'.

"Defence isn't the only area women are going backwards in under this Government. Further figures provided to the select committee show the number of female heads of mission in the Ministry of Foreign Affairs has plummeted from 39.2 per cent in 2008 to 24.6 per cent this year.

"Labour has always backed the role of women. The former Labour government passed the Human Rights (Women in Armed Forces) Amendment Act which enabled women to work in any area of the Defence Force, including on the front line," Phil Goff says.

HX MEDICALS CAUSE STRESS

HX Medicals have caused concern for a number of Transdev LE's recently. LE's had been instructed of the need to fast for 10 hours before blood tests and not to fast while on duty. Transdev appear to have unreasonably refused to pay members for undertaking these tests on RDO's. This is a big impact to some drivers who in addition to the fasting have to drive some distance to get to a nominated blood collection clinic. We hope to have a meeting early next week to confirm appropriate compensation for the time.

C3 KAWERAU COLLECTIVE AGREEMENT.

These negotiations were set down for Friday 27 September however the C3 Human Resources Manager has had to postpone as he has had to go to Australia. This means that this agreement which expired in June just keeps on dragging on!

TAIERI GORGE RAILWAY MEDIATION

Pay talks with TGR have proved challenging this year. On 25 September the RMTU and the Company attended mediation in an attempt to resolve the two outstanding issues between us. These are pay and hours of work for some workshop staff.

The company increased its pay offer to 2.2%, from 2%, but refused to budge on its insistence that workshop staff doing a 4 x 10 hour week move to 5 x 8 hour week. Accordingly we have not settled and, when we reported back to the wider membership, they reaffirmed their support of the workshop members. The membership at TGR has indicated they are prepared to take industrial action in support of their claims and the Otago Rail Branch has passed a resolution in support.

Our next step is to have a further discussion with the mediator and workshop staff. If we agreed to change the hours of work for workshop staff the Company would lose cover before 0800 and members

are adamant they would not be available to be called out in these circumstances. Consequently we are at a loss why this issue has become a deal breaker for the company.

We sincerely hope that we are not put in a position where we are compelled to issue 14 days' notice but members are clear they will take action if they have to.

KIWI RAIL FREIGHT – CT SITE NEWS

Congratulations to Antoon Whiu in gaining a place on the KiwiRail Industrial Council as the CT Site rep.

We are currently working with Kiwirail in the Waikato on helping one of our members who has been classified as medically unfit. While working thru the issue it became apparent that the worker was stood down rather rudely by the local RMO! No advice was given to Kiwirail by the RMO and the worker was left in limbo until he contacted John Marsh the Waikato Branch Secretary. This incident shows the lack of communication by the RMO concerned. This is not the first complaint that we have received about this medical service provider to KiwiRail.

Members are reminded that it is agreed between KiwiRail and the RMTU that workers will be given the choice of at least 2 medical doctors for medicals. Use this entitlement!

CITY RAIL LINK

Green MP Julie Anne Genter organised a rally on Sunday 22nd September, to highlight the additional costs that would be incurred by delaying the construction of the City Rail Link till 2020. \$100m would be added to the cost each year. The group that gathered which included Labour MP Jacinda Adhern, Auckland Councilor Mike Lee were calling for construction to begin in 2015 and stressed by waiting any longer would have a negative impact not only on cost but would create an overcrowded network unnecessarily.



CRANE CHECKS

Lyttelton Port operates three cranes, none of them brand new and all of them requiring regular checking and maintenance work which is done by the Maintenance Crew and Electricians.

Imagine the surprise of the Maintenance Staff and Electricians to be advised that, to improve productivity, instead of fully checking the Cranes every 24 hours, crane checks would now be done before a ship starts work and could be left unchecked for up to 36 hours at a time.

Sparks were flying in the Maintenance and Electrical department and a meeting was convened with LPC management.

Our members identified that without the regular 24 hour Crane Check there was a significant hazard that of the flippers on the spreader coming off.

At a weight of 75kg per flipper anyone underneath the flipper when it hit the deck would be killed.

Crew checking the cranes always carry spare bolts in their workbags because they regularly find the bolts holding the flipper on have come loose, the thread has worn, sometimes a bolt has sheared off and it is the remaining bolts that are holding the flipper on.

Maintenance and Electricians identify the design of the spreader and flippers as being the main cause of the high wear and tear on the bolts.

When Andy Kelly and Aaron Walton (Wally) met with LPC management they put their views clearly and calmly to the Company. Both stated they had no issue with improving productivity but not at the expense of H&S of the workers.

LPC clarified their intention which was to improve productivity by scheduling Crane Checks around the operation but not to improve productivity at the expense of workers H&S.

Having established both parties were keen on ensuring H&S as a priority the meeting progressed.

What Andy and Wally did quickly identify was that there was a difference of opinion regarding the changed practice actually improving H&S.

To assist Andy and Wally, Paul Dennis had prepared a short paper questioning how the changed practice would improve H&S at the Port.

LPC management were willing and keen to listen and after a half hour meeting the Company and Andy and Wally had agreed on a number of amendments to the Crane Check practice with a focus on H&S.

The meeting was very useful in demonstrating that if the people who do the work are involved in any changes to the work from the start and clear communication is a priority 'lost in translation' probably won't happen.

We'll get things fixed early on before we're sitting across the table from each other.

The amendments are:

- Full Crane checks are to be scheduled in advance and advised to the Maintenance staff – thus ensuring that Maintenance know when they are checking the Crane and can track how often the checks have been done.
 - When a ship is working the spreader will be fully checked every shift change, and the Crane driver will position the spreader at the level required by Maintenance staff e.g. waist height or on the ground before leaving the Crane.
- The Crane must be confirmed clear for use by Maintenance staff after it has been checked.
- Maintenance crew will be available 15 minutes before the (Crane) shift ends and establish communication with the driver – to communicate any issues occurring during the shift and where to position the boom before the check.
- The intention is to have a full crane check on average at 24 hour intervals



but under no circumstances can intervals be more than 36 hours of crane working hours. Full crane checks can be performed at closer intervals if required and if necessary to fit in with vessel working schedules.

Great work from Andy and Paul. Fantastic work from Wally who is not a delegate but who was angry enough and worried enough about his fellow workers safety to go face to face with the boss on H&S and get a great result.

KIWI RAIL WORK RELATED INJURY - TIMESHEETS

Recent examples of members not being paid correctly when they have had a work related injury and are unable to do their role for a period have revealed that timesheets were not being completed correctly either by the member concerned or the members manager. Payroll have advised that the correct hours of work timesheet entries need to be the days and shifts the member would have worked had they not been injured. This will ensure the member is paid correctly.



EMPLOYMENT RIGHTS CHANGES UNDER THE NATIONAL- LED GOVERNMENT SINCE 2008

Employment Relations Amendment Act 2008

For workers employed by small and medium enterprises of fewer than 20 workers the employer could use an employment agreement which removes the right of appeal against unfair dismissal in first 90 days no matter how unjustified the dismissal. No reason need be given by the employer for the dismissal.

Repealed the right of an employee to bring a personal grievance if the employee is treated on a different basis as a result of being a member of Kiwisaver.

Taxation (Urgent Matters and Annual Rates) Act 2008

Reduced and capped the KiwiSaver employer contribution at 2% and repealed the employer tax credit.

Removed the requirement that compulsory employer KiwiSaver contributions must be paid on top of gross salary or wages.

Employment Relations Amendment Act 2010

Extended the 90 day provisions (see above) to all employers including those with 20 workers and above.

Reduced rights of union access to workplaces. Employers can effectively refuse access for at least a period of time.

Removed reinstatement as a primary remedy for dismissal. This makes union delegates and activists vulnerable to dismissal as the employer is less likely to have to reinstate the worker even if the Court finds the dismissal unjustified.

Broadened the range of reasons why an employer could justifiably dismiss a worker by changing the test from what a reasonable employer 'would' have done, to what a reasonable employer 'could' have done.

Holidays Amendment Act 2010

Requires proof of sickness or injury from first day of illness or injury (at the employer's expense). This was specifically aimed at meat workers but affects all. It portrayed workers as trying to take 'sickies'.

Allows workers to trade their fourth week of annual leave for cash. This could impact on low income workers who cannot afford holidays.

The Employment Relations (Film Production Work) Amendment Act 2010

Effectively removed the right of all workers in the film industry to query whether their contract was in fact a contract of employment (i.e. an employee) rather than a contractor. This means that all workers in this industry have less protection than other

workers who could argue that because of the pattern of employment as a contractor they are in fact an employee and should have the rights that flow from that such as the minimum wage, holiday pay and so forth.

Taxation (Annual Rates and Budget Measures) Act 2011

Removed the Employer Superannuation Contribution Tax (ESCT) exemption on employer contributions and makes it compulsory for all employers to deduct ESCT at the individual KiwiSaver's applicable progressive ESCT rate. The Act also reduced the rate at which the Member Tax Credit (MTC) is paid to 50c for each \$1 contributed by members to the new maximum amount of \$521.43 per year.

Employment Relations (Secret Ballots for Strikes) Amendment Act 2012

This requires union rules to provide for secret ballots for any strike. It does not require any such rule for Boards of Directors in a lockout. Unions generally support secret ballots so not a major issue but another example of interference in union affairs.

Minimum Wage (Starting-out Wage) Amendment Act 2013

Reduced the minimum wage to 80% of the adult rate for workers aged 16 to 19. For a 16 or 17 year old this would apply for any 6 month period from when they start a job. For an 18 or 19 year old this would apply for a 6 month period if they had been on a benefit for 6 months continuously before commencing the job. This means that an 18 year old who had previously worked for 2 years but was then on a benefit for 6 months would be paid at 80% of a new worker of 18 years of age with no experience at all.

Employment Relations Amendment Bill 2013

Removes the duty to conclude in collective bargaining. This also removes the wording in the Act that prevents employers from specifically refusing to collectively bargain as they prefer individual agreements. This will have a major impact on collective bargaining as it means employers can 'surface' bargain and go through the

motions. The result will be fewer collective agreements.

Allows a 'free hit' period when bargaining is deemed concluded. If the Court deems bargaining as over there is a 60 day period when the union cannot initiate bargaining, the existing collective agreement is deemed to be gone, and the employer can therefore promote individual agreements. They can also at that time (as they are not covered by good faith bargaining rules) able to restructure. That is do what Ports of Auckland wanted to do and sack the workers in the middle of bargaining.

Equalises timeframes to initiate bargaining. This makes it harder for unions to determine the scope and form of the bargaining.

Opt out of multi-employer collective bargaining. This is a significant change which will allow employers to opt out of bargaining on a multi-employer agreement. It could have a big impact in the state sector.

Repeal of 30 day rule for new employees. This will allow employers covered by a collective agreement to employ workers on terms inconsistent with the collective. The rule now is that even non-union workers must be paid at least the collective agreement rates for the first 30 days while they find out about the workplace, get some advice and so on. This will also make it easier for employers to undermine the collective agreement and employ casuals on lower rates. The Cabinet Paper specifically mentioned that this will permit wages lower than the collective agreement.

Removes automatic entitlement to meal and refreshment breaks. It removes the automatic entitlement but says the employer must offer compensatory measures. But if the employer and worker cannot agree on those measures in terms of other breaks then the employer unilaterally decides.

Removes protections in transfer of business for workers where new employer is an SME. This hugely weakens the protection of terms and conditions for workers in a transfer. This applies to a specified group of workers under what is called Part 6A. It will give a competitive advantage to small employers and encourage larger employers to franchise.

Changes to strike notice requirements. This goes way beyond current requirements. At the moment there are strict notice requirements for essential industries. But now there will be very precise notice requirements for all strikes of whatever duration and form. The risk of strikes being unlawful for a technical reason and subjecting workers to being sued increases. So strikes will reduce.

Pay deductions for partial strikes. This means an employer would be able to deduct an estimated amount of pay where (say) workers decided as a form of strike action over bargaining that they would not answer phones for a period. The union could challenge the rate of deduction through a legal process. However the employer could instead opt for a standard 10% deduction. This will discourage workers from taking even limited strike action. The employer can already suspend striking workers or lock them out so this just adds to the actions employers can take in a strike situation.

Amendments to the good faith disclosure of information provisions in the current bill that means employers can legally withhold evaluative material that formed the basis of an employer's decision to dismiss the employee, either on the grounds of redundancy or for any other cause.

Other

Changes to Minimum Wage decision process – to reduce the extent of consultation except every fourth year and to confine the issues under consideration to cost of living and effect on employment but remove equity considerations except for every fourth year.

The ability to file ACC claims in relation to hearing loss was reduced.

National did not support the Holidays (Full Recognition of Waitangi and Anzac Days) Amendment Act 2013 but it was passed. They therefore opposed an improvement.

National support a private member's Bill (Employment Relations (Continuity of Labour) Bill) which would allow employers

to bring in other workers (who do not normally do that work) when there is a strike. This is designed to weaken bargaining strength of workers and reduce the effectiveness of strikes.

National has however been prepared to introduce positive changes on foreign charter vessels, health and safety and migrant worker rights.

KIWIRAIL I & E - BOP

There seems to be something amiss within I & E, as we are currently involved in two near miss investigations. One investigation is being conducted in an open and transparent manner in our view whilst the other is not. This latter investigation is being conducted by an "independent" Kiwirail health and safety advisor.

Congratulations is in order to William Lanigan in his successful gaining of a place on KiwiRail Networks Industrial Council

BILL WILL SAVE LIVES AND MAKE ROADS SAFER

Parliament has a chance to make New Zealand roads safer and save lives after a private Members' Bill to reduce the allowable blood alcohol limit was pulled from the ballot today, Labour's Associate Health spokesperson Iain Lees-Galloway says.

"Police last week told the Law and Order Select Committee the single most effective measure Parliament can make to reduce the road toll is to reduce the drink drive limit.

"A Ministry of Transport survey found 80 per cent of New Zealanders believe drivers shouldn't get behind the wheel if they have had more than about two standard drinks.

"Iain Lees-Galloway's Bill will do just that by reducing the current allowable blood alcohol content from 0.08g to 0.05g per 100mls of blood when driving. It also reduces the current breath alcohol limit from 400 micrograms of alcohol per litre of breath to 250 micrograms.

"The evidence to support this change is strong. A United Kingdom drug and alcohol



expert has estimated this measure could reduce our road toll by two-thirds by altering driver behaviour.

"I attempted to reduce the blood alcohol limit last year ago with an amendment to the Alcohol Reform Bill. That was defeated in Parliament by one vote.

"I call on all political parties to support my Bill and make New Zealand's roads safer for drivers, passengers, cyclists and pedestrians," Iain Lees-Galloway says.

QUALITY MARSHALLING - UPDATE

This is a logging Company owned by the Port of Tauranga (POT). It was purchased for something like \$35m recently.

Since being purchased by POT Quality Marshalling has lost approximately 60% of their work to International Stevedoring Organisation [ISO] as from January next year, which means redundancies for the employees of which a number are RMTU members.

We are currently in discussions with POTL about how we work thru the redundancies.

JOIN US IN CELEBRATING 100 YEARS!

The PSA is 100 years old this year and we've been celebrating with events around

the country.

We are drawing these celebrations to a close in Wellington on Tuesday 22 October with a lunch-time procession of PSA members, colleagues and friends. It will be a shared celebration of our history which is so closely aligned with that of New Zealand's public sector.

PSA members will be led by our beautiful new banner, specially commissioned to mark our centenary and to demonstrate our pride and identity.

We warmly invite you and others in your organisation to be part of our procession.

The procession will start at Midland Park at 12.30pm and walk to Parliament. From 1pm, there will be a picnic in Parliament grounds, short speeches and entertainment. We will be organising light refreshments but people are welcome to bring their lunch.

In the unlikely event of bad weather, an alternative venue has been organised. Police clearance has been arranged for the walk from Midland Park.

Let's Be Safe Out There & Remember.....

"WE'RE STRONGER TOGETHER"!

