

# THE ACTIVIST



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## KR – PAY SCALE 7 – UPDATE

We have had queries from members as to when the backpay for this variation will be actioned by the employer. KiwiRail advises that;

".... our Payroll team are undertaking the mapping of pay code and pay rate changes to the new pay structure over the next week. The new rates will then be applied from fortnight commencing Sunday 11 February (ends on Saturday 24 February) and back-pay will occur from 3 December 2017 to 10 February 2018. These payments will be made on payday Thursday 1 March."

## ALERT - SOCIAL MEDIA

Social media use appears to be growing and many people put a lot of personal information in their profiles. A quick search for advice on social media privacy informs that too much information can lead to hackers and identity theft.

The real concern we have is that if you have your employer stated in your profile then any interactions that you believe are just coming from you may be also include your employer when someone checks your profile. This may then breach an employer's IT policy and potentially put employment at risk. Restricting access to profiles maybe one way around it but not listing your employer at all is probably the best.



## Call For Nominations – KiwiRail Industrial Councils – 3 casual vacancies to fill

The Joint KiwiRail Industrial Councils have governing terms of reference signed by the Union and KiwiRail Ltd. They are intended to be the escalation centre for industrial issues which arise during the course of the employment relationship on a day to day basis which have not or cannot be resolved at a local or branch level or issues that have national significance.

**The term of office is 2 years.**

**Brad Claridge** has obtained a promotion within KiwiRail and has resigned from his **KiwiRail I & A Industrial Council Infrastructure Track Worker** position. As a result a casual vacancy exists. We wish Brad well in his promotion within the company and thank him for his effort on behalf of members during his time on the Council.

**Tim Kerwin** has resigned from **KiwiRail Freight Industrial Council Locomotive Northern** and from KiwiRail. Tim has taken up employment with another rail business. As a result a casual vacancy exists. We wish Tim every success in his new role with Glenbrook Railway and thank him for his tireless effort whilst on the Council and in other Union roles on behalf of members.

**Vern Steele** has resigned from his **KiwiRail Interislander Industrial Council Ferry Operations (Picton Outside Terminal)** position for personal reasons. As a result a casual vacancy exists. We

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

thank Vern for his effort on behalf of members during his time on the Council.

### Position Description(s):

#### Infrastructure Track Worker position

If you are employed by KiwiRail I & A as a track worker/maintainer (other than leading) anywhere within NZ then you are eligible for nomination for this position.

#### Locomotive Northern

If you are employed by KiwiRail Ltd as a Locomotive Engineer in the Northern Freight Region (Northland, Auckland, Bay of Plenty, Waikato and King Country) then you are eligible for nomination to this position.

#### Ferry Operations Picton Outside Terminal

If you are employed by Interislander in Ferry Operations Outside the Picton Terminal then you are eligible for nomination for this position.

**Nominations are called for the vacant position(s) and MUST be in writing on the official Nomination Form and contain the signed consent of the candidate, be proposed and seconded by financial members (Rule 1) of the Union from the equivalent industry designation or operating area/sector.**

**Official Nomination Forms are available on the RMTU Website [www.rmtunion.org.nz](http://www.rmtunion.org.nz) or from the National Office by calling 04-499-2066, or emailing [office@rmtunion.org.nz](mailto:office@rmtunion.org.nz)**

Correctly completed nomination forms must be received by the National Returning Officer at the National Office of the Rail & Maritime Transport Union, PO Box 1103 Wellington 6140 no later than **1700 hrs. on Friday 23 February 2018**. You can also fax the completed nomination form to 04 4710896 or scan and email to [admin@rmtunion.org.nz](mailto:admin@rmtunion.org.nz) or [office@rmtunion.org.nz](mailto:office@rmtunion.org.nz) and ensure you get an acknowledgement of receipt please.

Members and branch returning officers are advised that in the event that there is more than one nomination for any position, a postal ballot shall be run out

of the National Office by the National Returning Officer.

## RELIEF GS

As Wayne Butson will be out of the country attending the ITF Urban Transport meeting with Bill Sweeney to raise the issues relating to Transdev operations in NZ from 19 to 24 February John Kerr will be acting as General Secretary during this time.

## SOUTH ISLAND DELEGATE TRAINING

Thank you to all delegates and active members who answered the call for expressions of interest in training in the last Activist.

We are now looking at combining a basic and advanced course over two days next month in Christchurch. Arrangements will be made for travel and accommodation for out of town participants to attend.

At this stage we have interest from Invercargill, Dunedin Timaru and Christchurch and once a venue is booked we will send out invitations.

If you are a South Island delegate or active member and you are keen to get some training please contact National Office or our South Island Organiser John Kerr as soon as possible.

## RMTU MEMBERSHIP DATABASE UPDATES

The RMTU membership database is an important tool in contacting Union Members or ensuring members are kept up to date with the latest information. We are concerned at the number of "unknown" or "return to sender" envelopes returned to National Office as part of this year's officer elections. We remind members that if you wish to exercise their rights and participate in the decision making aspects of the Union they should ensure they inform National Office of any change of address or contact



details as soon as possible. This includes any change of designation or employer.

Branch Secretaries hold "update of membership forms" that you can post or fax in or alternatively for immediate action members are reminded to utilise the update of membership details link on our website [www.rmtunion.org.nz](http://www.rmtunion.org.nz).

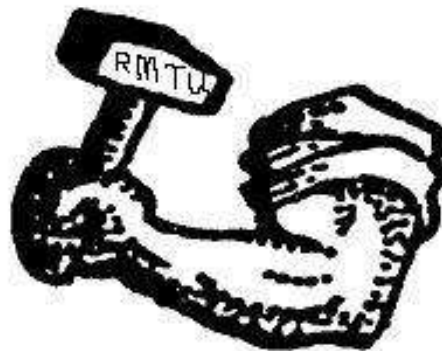
For example – All national Union elected positions are up for election this year and so there may be votes conducted by mail. If we have the incorrect address info you will not get a vote as you will never receive a voting paper. **Update now!**

## TRANSDEV AUCKLAND STRIKE BALLOT UNDERWAY AS PART OF WIDER CAMPAIGN

The RMTU and Transdev Auckland met on 25th January and negotiations collapsed once again. The sticking point is still Transdev's desire to introduce Driver Door Operation (DDO) which mean the potential for running Driver Only Operation (DOO) on the Auckland passenger network.

The RMTU is multi-pronged campaign against this as we believe DDO/DOO is unsafe for the passengers and public and poses a threat to members' jobs. Members will recall that there was a one day strike in support of our position last December that halted all passenger trains in Auckland. A ballot on both an overtime ban and further stoppages is being held and closes on 23rd February.

The campaign is not just about taking industrial action though: political lobbying of national and local politicians is underway, including a meeting with the Prime Minister next month. We are also liaising with the Public Transport Users' Association which is starting a passenger survey on safety and organising a public meeting on or around 12th March in Ellerslie. As well as this RMTU National Office has been discussing the proposal for



DDO with both Worksafe and the NZTA. A meeting with NZTA has been arranged for next week.

Our claim is for no DDO/DOO during the currency of a collective agreement with Transdev Auckland and in our negotiations we have stated a minimum two year term would meet this demand. Our members in Auckland need all the support the wider union can offer them, they are in the front line of a defensive battle over safety and jobs.

Finally, our negotiation team needs the support of the Transdev Auckland RMTU members – a strong mandate for industrial action strengthens our hand. Just vote yes!

## TRANSDEV WELLINGTON TALKS – UPDATE

The parties have continued to discuss the working party issues of;

- Converting scale 1 covered positions to a payscale with designation and prescribed rates with service based progression, and;
- TXO remuneration to be recorded with a serviced based progression system,

and;

- Team Leader rates to be included for roles not prescribed in the MECA.

The parties have also agreed, subject to mediator availability, to have a further face to face negotiation session on the afternoon of 6 March.

Transdev Wellington have advised the Union that there is a change in lead negotiator for the employer. Patrick Greene is a Director at Brinkman Greene and Associates. The RMTU looks forward to this change being a catalyst toward the successful completion of the current bargaining round.

## NZTA & DDO/DDO

The NZ Transport Agency are currently deciding whether to grant a letter of "no

objection" to Transdev Auckland's (TDAK) proposal to have driver only trains. The RMTU is meeting with NZTA on 19 Feb to inform them of the multitude of uncontrolled risks to public safety and urge them to turn down Transdev's application for a safety case variation.

## KIWI RAIL NETWORKS INDUSTRIAL COUNCIL REPORT

The Council met on 14th February in Christchurch and received reports on the two HPHE projects that are underway: the first is on working when trains are not around; the second is on people development. Both projects are going well, and a pilot is underway on the Midland Line and West Coast to progress the working when trains are not around project. This is very complex, requiring input from all parts of KiwiRail from sales, operations, train control as well as networks. The people development project is being paralleled by similar projects in the Mechanical Council and the Operations Council; at some point these will come together to share ideas.

We also discussed KiwiRail's initiative to bring more protection work in-house and to provide this service to contractors working on major capital projects. This is applauded by your representatives but both the RMTU and KiwiRail are aware that recruitment and retention of protection staff is a challenge and so management have commissioned a survey by Ernst Young to look at pay rates and conditions in the wider market with a view to having discussions about these with our union. The report should be completed by mid to late March so that is a conversation we are looking forward to having.

Monitoring of full private use vehicles was raised by the RMTU on behalf of members

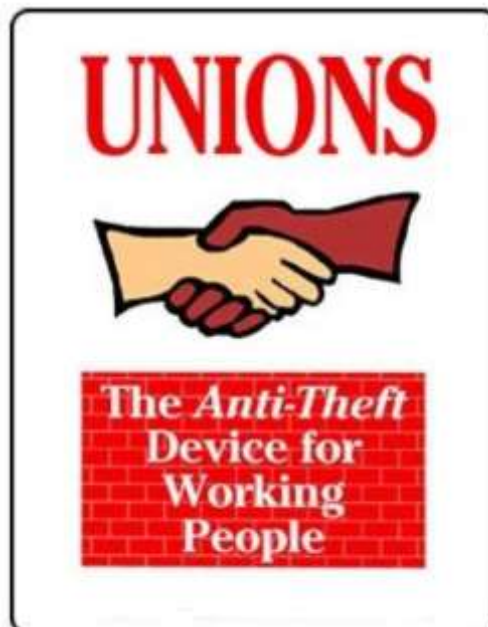
and the response from management was that all full private use vehicles, with very few exceptions, have a 'privacy' button that can be engaged outside of business hours or when not travelling for work related purposes, for example while on annual leave. Members are encouraged to contact South Island Organiser John Kerr if they wish to discuss this further.

Flexible workers was also raised after some North Island members had worked with our Bay of Plenty based Organiser Phil Spanswick on this matter. There are two issues: the mechanism for becoming a flexible worker and how it is applied; and the payment of allowances for flexible workers. The matter is more complex that it appears at first site and the conclusion reached by the meeting was that the parties need to do further work and seek advice. We will report back on this shortly.

A very positive aspect of the meeting was the briefing around planning for the future

now we have a government that is enthused about rail, something that we have not had for many years. The questions now are will the government put the dollars where their mouths are and will they put the dollars where it is best for rail and the country? There is a provincial growth fund that has earmarked \$1bn per year for the next three years and given the potential for rail to provide vital infrastructure to provincial New Zealand KiwiRail is working hard to secure funding and to prepare for projects like the Auckland-Hamilton passenger link becoming a reality.

Investment in Northland rail is also very likely given the importance of that part of the country for one of the coalition partners. The challenge will be that when these and other projects get the green light KiwiRail will be expected to work very quickly to make them a reality with very limited resources after years of being drip fed funding from year to year. Still, this is problem of growth not contraction and we know which we prefer.



All in all a positive meeting. Thanks to Garth Bachop from Dunedin who stepped up in place of the outgoing Brad Claridge to represent track workers. We wish Brad all the best for the future now that KiwiRail has promoted him to a managerial role.

## FATIGUE MANAGEMENT KICKS OFF AT LYTTTELTON

A fatigue management working group of RMTU and Lyttelton Port Managers met for the first time to discuss the workplace risk of fatigue.

LPC is bringing in Massey University sleep wake specialists to run education sessions on the science of fatigue with the objective of developing a jointly agreed standard for managing the risk.

## KRG FAILS TO MEET WORKSAFE DEADLINE

WorkSafe has told the RMTU they will not be taking enforcement action against KiwiRail for their failure to comply with their improvement notice to have Compressed Air Breathing Apparatus(CABA)for Otira Tunnel.

KRG failed to meet the 31 January deadline to have CABA ready for LE's to use in a low oxygen tunnel environment. Lack of process around how the gear will be used and maintained as well as the interface with Train Control were gaps that prevented the CABA going live . RMTU Delegates and KRG are working on the issues with plans to have the CABA ready by end of March.

## FIRST DRIVERLESS TRAIN TRIALLED IN SYDNEY

Testing is underway in Sydney of the first of 22 six-car Alstom Metropolis driverless metro trains for the North West Rail Link project. Testing started with commissioning systems such as brakes, passenger information displays, lighting and door operation and then moved on to track tests involving acceleration, braking and operation at different speeds.

Sydney Metro says train testing will progressively transfer to Cudgong Road station and the 4km elevated section of the new 36km line before trains start running through the new 15km twin-bore tunnels between Bella Vista and Epping. Testing is being done in close consultation with the National Rail Safety Regulator.

The new line, comprising the Cudgong Road - Epping section and incorporating the existing Epping - Chatswood commuter line, is expected to open in the first half of 2019.

## BITS AND BOBS

- The KR Mechanical Industrial Council met in Dunedin on 13 and 14 February. As part of the meeting a visit to Hillside Heavy Lift occurred and it was refreshing to see that the workforce has grown significantly to accommodate the increased workload. It

was of note that Antipodean Tours has leased an entire building off KiwiRail to enable the refurbishment of the cars they have purchased off AT into the luxury train which is to tour NZ wide.

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

# SAFETY FIRST

