

# THE ACTIVIST



**Published Regularly - ISSN 1178-7392 (Print & Online) 17<sup>th</sup> June 2016**

## **EMPLOYMENT RELATIONS AUTHORITY (ERA) HEARING**

New locomotives riddled with asbestos, previously unknown components in these locomotives being found to have asbestos as recently as last month, significant mechanical issues with these locomotives, new wagons needing the frames bent into shape and brake system upgrades, warranty work, rectification work, potential design warranty work, the list goes on, and on, and on, and on with no end in sight.

Clearly these procurement projects are rail fail!

Our members' work is critically important to them and the RMTU, as is their job security. Having dozens and dozens of CNR workers from China, being flown in on short term visas, to do work that our members are skilled and experience in, is not on. This has been going on since 2014, and still we have more here, and more coming.

The work that falls within the MECA should be work being performed by our members. Where that is not possible, it should be done at a rate that matched our MECA, so that our members and their job security is not undermined.

Nor is KiwiRail acting as an SOE Leader, or in good faith. It is proceeding to use the CNR workers, without knowing specifically what each of them is being paid. That is also not good enough.

We have gone to the ERA to challenge KiwiRail and to uphold our MECA.

Our members also want to know when the work on these locomotives and wagons will

come to them and there is no further use of foreign workers on KiwiRails rolling stock.

Our members also want to do the full strip down of a DL to assess wear and finally identify all components that contain asbestos. It is totally unacceptable to trust the manufacturers to do this, when they had already given assurances that the DL's were asbestos free.

This week KiwiRail and the RMTU went to the ERA for a determination over these issues, including the contracting out of work on the DL locomotives and the questions around whether the foreign workers were, at the least, receiving the minimum NZ employment conditions. The hearing was set for three days but due to the extensive information received from investigating the witness's evidence over the first two days, the RMTU's legal team are now preparing final submissions. These final submissions are now due by COB Friday 24<sup>th</sup> June.



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

## BACKLASH TO SO-CALLED RESTRUCTURE AT KIWIRAIL CHRISTCHURCH SERVICE CENTRE

Management placed a proposal for a restructure of the Christchurch Service Centre, home of Customer Service Representatives and Stow Planners, in front of members last week.

South Island RMTU Organiser John Kerr said 'this is one of worst examples of a such a document I have ever seen'.

'The proposal says that a net of six jobs will be slashed in Christchurch and four created in Auckland. There are no cost savings and there is no coherent argument for shifting jobs to Auckland in the document. At a time when we are subjected to the rhetoric of High Performance- High Engagement this sort of thing is very difficult to stomach. If the Company wants standardisation in how we deal with customers and improved processes the best place to start is with the people who actually do the work. Instead we get a so called proposal that is a classic case of top down thinking. If KiwiRail wants to get our members working with them on productivity the place to start is long before they have alienated them by sticking a half-baked proposal under their nose', he said.

The Canterbury Rail Branch is mobilising in preparation to fight for the jobs under threat. A full membership meeting will be held on **Friday 24 June at 1400 at Addington Raceway**. This is a paid meeting i.e. members will be paid if this is a time they would normally be working.

## TOLL NETWORKS

Remit meetings for the upcoming CA negotiations continue to be held across all the depots and the face to face Bargaining dates are set down for June 22 & 23 in Auckland

## RELIEF GS

The General Secretary Wayne Butson was off on sick leave from 2 to 12 June recovering from a small surgery. Prior to having the surgery Wayne managed to fracture his ankle so he is now in two moonboots. At this stage Todd Valster will be undertaking a period of higher duties relief during Wayne's absence.

## EF v DL

KiwiRail are to undertake a trial on the NIMT between Auckland and Wellington using both diesel locomotives and the EF's electric loco's.

One of the reasons KiwiRail gave for considering using diesels over electrics was the time it took to change loco's at Te Rapa and Palmerston North.

The RMTU has told KiwiRail the loco changeover time can be not much more than changing the drivers.

We are arranging with KiwiRail for LE reps and Terminal reps to be involved in the trials and are confident that the trial will show a prompt loco changeover is possible.

We have suggested doing the trial from Auckland to Christchurch with DL hauled to Wellington and road bridging on the ferry versus EF's between Terapa and Palmerston North and rail ferry but that suggestion was declined!

## FULL MEMBERSHIP MEETING OF CANTERBURY RAIL BRANCH

The Canterbury Rail Branch of the RMTU will hold a full membership meeting under s26 of the Employment Relations Act 2016 on Friday 24 June from 1400 until 1600.

The purpose of this meeting will be to discuss and formulate a response to the proposal to restructure the KiwiRail Christchurch Service Centre.

Members will be paid if this is a time when they would normally be working and are expected and required to attend. Whilst we are obliged to ensure operations continue there will be some disruption. All relevant managers have been notified and should you



experience any difficulties in being released please contact your delegate or South Island RMTU Organiser John Kerr on 027 246 4941.

Time: 1400-1600

Date: 24 June

Venue: Addington Raceway

## 'ONE KIWI RAIL' – YEAH RIGHT!

Down in the South Island the RMTU is currently dealing with three 'restructures' in KiwiRail. Most of our members, in both the ports and rail, have been through these exercises in frustration and futility over the years. The current lot are different because they are a wonderful illustration of the gap between rhetoric and reality in our state owned rail company.

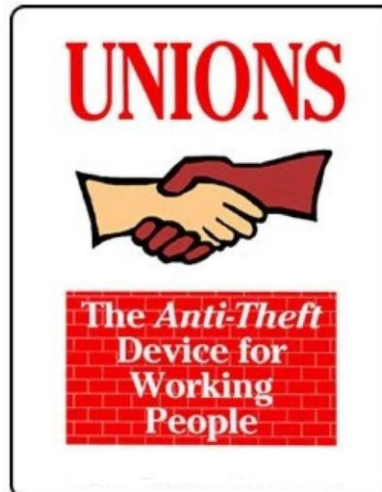
The rhetoric of the KiwiRail CEO, Peter Reidy revolves around a set of 'values' and 'strategies'. One of these is 'One KiwiRail'. One of the legacies of privatisation was that rail was chopped up and the silos that people work in rarely worked together and, even after re-nationalisation, rarely do. That's a big obstacle to running things properly. So Mr Reidy's idea is a good one on the face of it. Where it's falling over is that managers pay lip service to the idea, spouting it in so called monthly updates backed up by cheesy videos, but in reality carry on in the same old way.

Back to the re-structures. A number of jobs are on the chopping block on the West Coast, in Timaru and at the Christchurch Service Centre. The first two are part of a restructure in Operations that proposes, amongst other things, to manage LEs out of Christchurch. This will somehow 'improve accountability'. No one bothered to ask the LEs who have come out in implacable opposition both in Greymouth and Timaru. In the Christchurch Service Centre the bright idea is to shift four jobs to Auckland, despite there being no cost saving and the fact that a stow planner can work equally well in Riccarton as Parnell. Operations haven't

talked to the Service Centre management and vice versa because some of the assumptions behind the Timaru and Greymouth proposals are that the Christchurch Service centre will adapt to the change in work flow. You couldn't make this up.

To cap it all there is apparently another restructure going on in Scenic Journeys, to bring aspects of the call centre work, that had been contracted out to DataCom, back in-house. This should lead to more jobs.

Now you'd think the RMTU would be jumping up and down clapping our hands over this, and we would, except this exercise seems to consist more of rumour and whispers than anything else. What takes the cake is that the Scenic Journeys call centre is less than a kilometre away from the Christchurch Service Centre. Job cuts in one place could be offset by job creation in the other. Or so you'd think. Not at all – there is no evidence the bosses have talked to one another.



One KiwiRail? Yeah right, Mr Reidy!

## ASSET MANAGEMENT DRAFT PLAN MEETING

RMTU representatives from the Mechanical Industrial Council and Hutt Workshops met at the invitation of Mechanical Management in Woburn on 7<sup>th</sup> June.

We were presented with a so – called draft 'Asset Plan', which was actually a series of power point presentations about the assets or rolling stock the Company own.

A host of questions were generated from the group – both management and RMTU. These focused on:

- The requirement for more information
- The need to build capacity amongst KiwiRail staff and our members– both

the number of them and the skills they have

- The use of statistics (for example how Mean Distance Between Failures is measured and its significance)
- The adequacy of maintenance and workshop facilities both in the depots and the Hutt
- The procurement process for DLs and wagons and the terms of current contracts vis a vis warranty versus maintenance work
- The use of current assets, especially shunt engines
- The value of the work the Industrial Council does

The upshot is that there is plenty of work in the short and medium term for our members, We just have to keep KiwiRail management honest and ensure we get to do it.

## RMTU BIENNIAL CONFERENCE REMIT CALL

The Union calls for members and branches to tender any remits for National Conference 2016.

The mechanism to change or set union policy, rules and/or standing orders is by way of remit to Conference.

Remits must be moved and seconded by current financial members and passed by majority vote through properly constituted branch meetings before submission to the National Office and then onto the Conference.

Remits are called and will close on 30 June 2016.

Union policy is a broad topic and for example covers things like the TPPA to whether we support 26 weeks paid parental leave. Currently there is no policy on either of these topics.

## KIWI RAIL – RMTU MECA RENEWAL 2016

Joint Statement - 27 May, 2016

The RMTU and KiwiRail wish to advise members and staff of the status of the renewal of the MECA.

The parties met on Tuesday 24 May in Wellington where KiwiRail presented an offer for the proposed settlement of the Multi-Employer Collective Agreement (MECA). The Union and the Company have provisionally agreed to the offer, subject to successful ratification by Union members.

The offer is:

Term - The term of the proposed MECA be for two years from 1 July 2016 to 30 June 2018.

General Wage Increase - Year One: A General Wage Increase for all RMTU members of 2.0% on all hourly rates and allowances payable from 03 July 2016.

This wage increase will not apply to existing employees in Wellington Metro Operations and Maintenance who are transferring to Transdev/Hyundai Rotem at 0200hrs on 3 July 2016

Year Two: A General Wage Increase for all RMTU members of 2.0% on all hourly rates and allowances payable from 02 July 2017

No other changes to the MECA.

There are scheduled joint KiwiRail/RMTU roadshows occurring in most depots from June 28 – July 1.

The Roadshow schedule is –

### Northern –

Tuesday 28<sup>th</sup> June

- Whangarei 1000hrs, Network Services Building
- Auckland 1430hrs, Stanley Street

Wednesday 29<sup>th</sup> June

- Auckland 0730hrs, TBC
- Auckland 1000hrs, TBC
- Hamilton 1330hrs, Distinction Hamilton Hotel

Thursday 30<sup>th</sup> June

- Tauranga 0730hrs, Network Services Depot





- Mount Maunganui 1000hrs, Union Offices 60 Totara Road
- Kawarau 1500hrs, TBC

**Central –**Tuesday 28<sup>th</sup> June

- New Plymouth (including Stratford) 0800hrs, Freight Depot Smart Road
- Whareroa 1030hrs, Freight Depot
- Whanganui 1300hrs, Network Services

Wednesday 29<sup>th</sup> June

- Palmerston North (including Taihape) 0900hrs, Willow Park Tavern, 820 Tremaine Ave
- Taumaranui (including Ohakune) 1400hrs, Network Services Depot

Thursday 30<sup>th</sup> June

- Napier (including Dannevirke) 0900hrs, Network Services Depot

Friday 1<sup>st</sup> July

- Hutt Workshops 0730hrs, Hutt Workshops meeting room
- Wellington 0930hrs, Interislander Terminal
- Wellington 1200hrs, Freight Depot
- Wellington 1400hrs, WRS Convention Room Level 2
- Wellington 1500hrs, WRS Convention Room Level 2

**Southern**Tuesday 28<sup>th</sup> June

- Invercargill 0730hrs, Freight Depot Space Street
- Dunedin 1400hrs, Network Services Depot, Strahallam Street

Wednesday 29<sup>th</sup> June

- Timaru/Oamaru 0800hrs, Rail Ops terminal, Timaru
- Christchurch / Ashburton 1130hrs, Network Services Depot
- Christchurch / Ashburton 1500hrs, Freight Depot Middleton

- Christchurch Tranz Scenic 1830hrs, Addington Station

Thursday 30<sup>th</sup> June

- Greymouth/Otira 1000hrs, Training Room, Greymouth Depot
- Westport 1400hrs, Freight Depot

Friday 1<sup>st</sup> July

- Blenheim/Kaikoura 0830hrs, Network Services Depot Grovetown
- Picton 1000hrs, Freight Depot

**All KiwiRail / RMTU members are encouraged to attend one of these report back meetings.**

## REQUEST FOR ALL BRANCH AGM'S

The Union Women's steering committee requests that all Union branches pledge to;

- Get more involved in the women's network.
- Attend your AGM and take an RMTU sister with me.
- As per union rules, ensure a woman is on the local executive.
- Ask your organiser to participate in delegate training.
- Join the RMTU Women's facebook.

Together we will make a difference. For more information please contact your RMTU Steering Committee.

Ruth Blakeley - NMC Women's Representative. (027) 460-0504

Jenny Griffin - Wellington (027) 490-5255

Lisa Davidson - Palmerston North (021) 210-7197

Allana Ranui - Kawerau (021) 103-7663

Rachel Barrett - Auckland (027) 487-1436

Pare-Ana Bysterveld - Christchurch (027) 045-50736

Rebecca Hauck - Dunedin (021) 256-6486



## VDAM TRUCKS

The Union, on your behalf, submitted on the NZTA-MOT discussion paper proposing to increase the Mass of Heavy Vehicles on our roads. Longer, higher and heavier trucks for want of a better name.

NZTA have now published a submissions summary report on the 198 submissions received during the consultation period.

The submissions summary report is available on the Ministry of Transport website:

<http://www.transport.govt.nz/land/vdam/>

## 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 – We will be issuing the KiwiRail MECA ratification voting papers over the next week or so. If we have the incorrect address info you will not get a vote as you will never receive a voting paper. Update now!**



## KIWI RAIL HEALTH AND SAFETY REP TRAINING STARTS THIS WEEK!

Health and Safety Rep training under the new Health and Safety at Work kicks off this week with the first course in Hamilton.

Health and Safety Reps who are HSAT members are invited to register for the **2-day** Worksafe Reps course that will equip H&S Reps to promote a safer and healthier workplace. The course is NZQA accredited.

**Only H&S Reps who've completed the training will be legally able to carry out the functions under the new Health and Safety at Work Act including issuing PIN notices or directing people to stop unsafe work.**

The 'initial' training (as it's called) is designed for current H&S reps who may have already done stages 1,2,3 training or may have no training at all.

The process for registration is –

1. Check the dates if the course in your area
2. Speak with your local KR manager and administrator to work out the best date to attend.
3. Register yourself on the course by going to the link below.

**Here is the web-link to register [KiwiRail Initial Health-and-Safety Rep-Training](http://tinyurl.com/htvnyff) or <http://tinyurl.com/htvnyff>**

Note - More courses will become available on the web link, so if a course is full don't worry another will be added.

If you have any problems contact the RMTU H&S Organiser, Karen Fletcher - [kfletcher@rmtunion.org.nz](mailto:kfletcher@rmtunion.org.nz) or Laura Oldeman - [Laura.Oldeman@kiwirail.co.nz](mailto:Laura.Oldeman@kiwirail.co.nz)

Auckland	29 / 30 June
Auckland	11 / 12 July
Auckland	28/29 July
Auckland	11 / 12 August
Hamilton	15 / 16 June
Hamilton	3 / 4 August
Hamilton	6 / 7 October
Palmerston Nth	7 / 8 July
Palmerston Nth	3 / 4 August
Palmerston Nth	23 / 24 August
Wellington	3 / 4 August
Wellington	10 / 11 August
Wellington	26/ 27 July
Wellington	28/29 July
Christchurch	5 / 6 July
Christchurch	19 / 20 July
Christchurch	2 / 3 August
Christchurch	9 / 10 August
Christchurch	16 / 17 August
Christchurch	23 / 24 August
Dunedin	11 / 12 July
Dunedin	27 / 28 July
Dunedin	3 / 4 August

## STRATEGIC RESEARCHERS AND CAMPAIGNERS

The International Transport Workers' Federation (ITF) is a global union federation representing over 4.5 million transport workers in over 150 countries. The ITF is committed to developing innovative campaign strategies to organise workers across global supply chains and leading transport industry employers.

The ITF is looking for Strategic Researchers and Campaigners to work in the Sydney Office on a part-time and short-term contract basis to assist with the development of our priority campaigns.

We're looking for new and experienced activist-researchers: people with experience in union campaigns, community organising, or political campaigns; recent university grads, graduate students, or professionals with skills in economic analysis, industry research, financial analysis, employment

law, corporate research, or investigative journalism; and people with a strong commitment to working in the labor movement.

For more information please contact or send your CV to [sydneyoffice@itf.org.uk](mailto:sydneyoffice@itf.org.uk). For more information about the ITF go to [www.itfglobal.org](http://www.itfglobal.org).

### Organisation

ITF Sydney Office

### Closing Date

Sunday, June 26, 2016

### Closing Time

06:00 PM

### Where

Level 2 365 Sussex Street. Sydney, NSW 2000, Australia

### Contact Name

Shannon O'Keeffe, Campaigns Director, ITF Sydney office

### Contact Email

[sydneyoffice@itf.org.uk](mailto:sydneyoffice@itf.org.uk)

## SUCCESSFUL DELEGATE AND ACTIVIST TRAINING IN DUNEDIN

The RMTU held a successful training day in Dunedin on 26<sup>th</sup> May attended by delegates and active members who work for Toll, KiwiRail, Port Otago and Dunedin Railways.

There was a mixture of experienced delegates and those new to the role, and some of our active members who make such a contribution to our union's work.

It was especially gratifying to have such a strong presence from Port Otago, including members who attended in their own time.

The day included sessions on the organising approach and a strategic analysis of the dispute with Lyttelton Port in 2014-15.



## Laurie Collins Wins National Health and Safety Award

RMTU Health and Safety Representative at Lyttelton Port Laurie Collins was the winner of the 'Most Influential Employee' at last week's prestigious Safeguard National Health and Safety Awards.

Members will recall Laurie was the H&S Representative on the spot on the night of 19 December 2014 when, due to an overtime ban, there were no maintenance staff on duty to provide emergency assistance in the event of a straddle or crane incident. Laurie pulled a Red Card on the operation and despite being under enormous pressure stood his ground and with the support of RMTU and MUNZ members on shift that night.

The issue was the subject of an unsuccessful injunction by Lyttelton Port Company against the RMTU and led to the closure of the Container Terminal for the next six weekends as the overtime ban ran its course.

The RMTU achieved a good settlement at the conclusion of the dispute and made the point that if our members refuse unsafe work not only is it their right but their union will back them in the fight to exercise that right. Congratulations Laurie, your recognition is well deserved.

## Port Otago Branch Views Red Card Film

An excellent turnout of members at a recent Port Otago Branch meeting had an opportunity to view the RMTU film of the dispute with Lyttelton Port Company, 'The Red Card'. Lyttelton Port RMTU Branch Secretary Heiner Benecke explained to members the real time text communications system he set up during the dispute and

how that has been used for routine and urgent communications with members since then.

Port Otago members immediately set about setting up their own communications system and some of them will now be reading this issue of The Activist on their smartphones as they will have received the link via text!

## Auckland Security Update

A change was suggested by RMTU members to how our Ticket Inspectors to operate on the platform at Papakura station, this to check tickets prior to the passengers boarding the train. This was adopted by Transdev and TI members report this has been a great success; more passengers are paying for tickets or scanning their HOP card. This has resulted in many positive comments from the regular passengers who have always been happy to pay their fare.

An Authorised Officer Bill was announced by Simon Bridges Minister for Transport in September 2015, since this has gone very quiet. When the Minister addressed the Australasian Railways Conference he was asked by the RMTU for an update and we were told to expect progress on this bill in 2016.

## Drones UAS (Unmanned Aerial Systems)

Kiwirail's civil engineering team have started using drones for recording the conditions or assets and other things in the rail corridor.

This team are currently drafting task instructions for the use of these drones.

These task instructions will include CAA requirements, rail specific requirements, privacy requirements and the safe operation of drones in the rail corridor.

The draft task instruction have been sent to the union office for feedback. KiwiRail will





also do a presentation at a future KR/RMTU Networks Industrial Council.

## BITS AND BOBS

- Chinese workers have arrived at Westfield to carry out warranty and rectification work on DL locomotives. Our members are watching closely to ensure these imported workers stick to the brief that has been given to make sure core work does not get contracted out by stealth.
- C3 Tauranga - The RMTU negotiating team for the C3 Collective Agreement negotiations in Tauranga have advised C3 that we are calling for a Stop work meeting in early July, to update the union members on the package that is on offer. The C3 package is not near the Union's claim for a 3% wage increase across the board back dated to 1<sup>st</sup> December, with additional make up increases for certain groups. We expect a stormy meeting.
- Ixom Mt Maunganui - The report back meeting for these negotiations is to be held this Friday at 15.30 , the offer is less than 2% per year for 3 years which may be rejected and the drivers claim for compensation for being forced from a 5x2 roster to a 4x4 roster may be rejected as well. So Fridays meeting will have plenty to debate.
- Mt Maunganui Yard Roster - The members have called for a stop work meeting for the 29<sup>th</sup> June to discuss the proposed new yard roster, and to decide whether they will work the roster. The main issue is the introduction of 12 hour shifts.
- Just and Fair Culture - The problems of conducting full a fair investigations including the alleged offender seem to have been sorted out in Te Rapa, which means that the current investigations will be resolved as outlined in the Just and Fair culture policy and for the future.
- Retirements - We have noticed a trend by Kiwirail in not putting on farewells for retiree's with long service, this has happened in Te Rapa and Tauranga. The local branches are putting together a petition to Peter Reidy asking him to justify the lack of recognition for these guys. He goes on about being the Kiwirail family but to the unrecognised retirees it sounds like the proverbial bull!

# SAFETY FIRST!

