

THE ACTIVIST



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RMTU AND MUNZ UNITED IN PORT OTAGO DISPUTE

Port Otago negotiations broke down in late August and the RMTU and Maritime Union of NZ (MUNZ) balloted members and issued strike notices that came into effect from Saturday 7th September. These notices were for a full overtime ban which is now in effect. The parties met for further talks with the assistance of an MBIE mediator on 2, 5 and 11 September.

The talks have been frustrating with progress being made in some areas but the Combined Unions feel we've gone backwards on other issues after a break in talks. The fundamental issues remain fatigue and pay. The parties are still some way apart on both and the combined unions will be reporting back to members at a meeting on Thursday 12 September.

The overtime ban has had an immediate and compounding impact. Management are regularly dependent on workers to do 14 hour shifts in order to turn around ships. With a complete and indefinite overtime ban the ability to do this will be severely compromised.

As the port gets busier in the build up towards Christmas, the effect will only increase. Our members regret any inconvenience to port users or customers

but we can no longer tolerate the real and meaningful health and safety risk to workers that fatigue represents.

The RMTU and MUNZ have enjoyed great support from the RMTU Otago Rail Branch members and Unions Otago, particularly UNITE! and the Tramways Union, who staged demonstrations at the venue of the

mediated talks to express solidarity with the combined unions negotiation team. These demonstrations generated some very positive media coverage. The fully unionized NZ Police attended one demonstration and were reportedly very impressed with the strength of the argument around fatigue expressed by members – apparently the NZ Police work long hours too!



OFFICERS OF THE UNION

For the information of members we confirm the office holders of the Union for the next two years are;

National President – Aubrey Wilkinson (2 year term)

General Secretary – Wayne Butson (4 year term)

North Island Ports – David Marden (2 year term)

South Island Ports – Andrew Kelly (2 year term)

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

Women's Representative – Rebecca Hauck - (2 year term)

Auckland Rail Representative – Jas Giri (2 year term)

Wellington Rail Representative – Howard Phillips (2 year term)

South Island Rail Representative – Jed O'Donoghue (2 year term).

North Island Rail Representative – Shane McNae (2 year term)

NOMINATIONS ARE CALLED FOR FOLLOWING KIWI RAIL INDUSTRIAL COUNCIL REPRESENTATIVES

- KiwiRail Freight Industrial Council, and
- Interislander Industrial Council, and
- KiwiRail Mechanical Industrial Council, and
- KiwiRail Networks Industrial Council.

The Joint Industrial Councils have governing terms of reference signed by the Union and KiwiRail Ltd. They are intended to be the escalation point for industrial and H&S 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.

NOTE: Union policy and Rule 24.7, determined by Conference, requires that any member of the Union's National Management Committee (NMC) who is eligible for nomination to a position on an Industrial Council shall be deemed to have been elected to that position. This means that nominations shall not be called for that position.

KiwiRail Freight Industrial Council

Following the 2019 NMC elections, Jed O'Donoghue (Loco Engineer Christchurch) is deemed under rule 24.7 to be elected to

the Locomotive South position, Rebecca Hauck (a Rail Operator Dunedin) is deemed under rule 24.7 to be elected to the South Island Terminals position and Howard Phillips (Loco Engineer Wellington) is deemed under rule 24.7 to be elected to the Locomotive Central position.

Nominations are therefore called for:

Locomotive Northern – Incumbent Brendan Smith.

Upper North Island Terminals – Incumbent Dean Ngatai.

Lower North Island Terminals – Incumbent Logan Rusling.

CT Site – vacant .

Position Description:

Locomotive Northern

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

Upper North Island Terminals

If you are employed by KiwiRail Ltd at a Rail Freight Terminal Site in the Northern Freight Region (Northland, Auckland, Waikato, Bay of Plenty or King Country) then you are eligible for nomination for this position.

Lower North Island Terminals

If you are employed by KiwiRail Ltd at a Rail Freight Terminal Site in the Central Freight Region (Taranaki, Palmerston North, Hawkes Bay or Wellington) then you are eligible for nomination for this position.

CT Site

If you are employed by KiwiRail Ltd at a designated CT Site anywhere within NZ Aotearoa then you are eligible for nomination for this position.

Interislander Industrial Council

There are no Interislander Representatives on the NMC and therefore all positions on the council are open for nominations.

Nominations are called for:



Scale 1 (Inside Wellington Terminal) – Incumbent Annelies Griemink.

Scale 1 (Inside Picton Terminal) – Incumbent Tania Haraki.

Ferry Operations (Wellington Outside Terminal) - Incumbent John Finch.

Ferry Operations (Picton Outside Terminal) - Incumbent Malcolm Slater.

Position Description:

Scale 1 (Inside Wellington Terminal)

If you are employed by Interislander in an occupation which works predominantly Inside the Wellington Terminal and is paid under payscale 1 then you are eligible for nomination for this position.

Scale 1 (Inside Picton Terminal)

If you are employed by Interislander in an occupation which works predominantly Inside the Picton Terminal and is paid under payscale 1 then you are eligible for nomination for this position.

Ferry Operations Wellington Outside Terminal

If you are employed by Interislander in Ferry Operations Outside the Wellington Terminal and is paid under payscale 9 then you are eligible for nomination for this position.

Ferry Operations Picton Outside Terminal

If you are employed by Interislander in Ferry Operations Outside the Picton Terminal and is paid under payscale 9 then you are eligible for nomination for this position.

KiwiRail Mechanical Industrial Council

Following the 2019 NMC elections Shane McNae (TXM) was elected to the NMC so he will occupy the Train Examiner Maintenance position.

Nominations are called for:

Hutt Workshops – Incumbent Mat Cordell-Bain.

Servicing Mechanical – Incumbent Dylan

Elmers.

North Island Depots – Incumbent John Evans.

South Island Depots – Incumbent Luke James.

Hillside Workshop – Incumbent Dave Barclay.

Women's Representative – Vacant and NEW!

Position Description:

Hutt Workshops

If you are employed by KiwiRail Ltd within Hutt Workshops then you are eligible for nomination for this position.

Hillside Workshops

If you are employed by KiwiRail Ltd within Hillside Workshops then you are eligible for nomination for this position.

Servicing Mechanical

If you are employed by KiwiRail Ltd in a servicing role in a Locomotive Depot anywhere in New Zealand then you are eligible for nomination for this position.

North Island Depot

If you are employed by KiwiRail Ltd in a North Island Loco or Wagon Mechanical Depot then you are eligible for nomination for this position.

South Island Depots

If you are employed by KiwiRail Ltd in a South Island Loco, Wagon or Waltham Passenger depot then you are eligible for nomination for this position.

Women Representative

If you are employed by KiwiRail in any RSAS role and a female then you are eligible for nomination for this position.

KiwiRail Networks Industrial Council

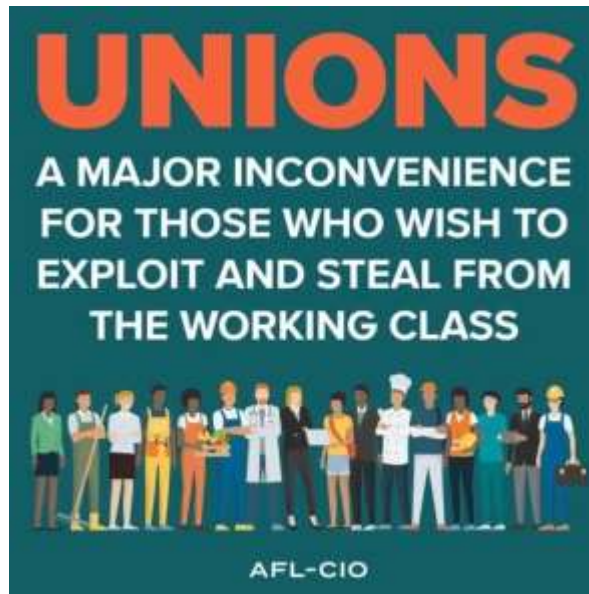
There are no KiwiRail Networks Representatives on the NMC therefore all positions on the council are open for nominations. The Networks Industrial Council has been restructured hence some



positions are listed as vacant as they are new.

Nominations are called for:

- **Structures** – Incumbent Lou Watene.
- **Machine Group/ Fitters** Incumbent Jerry Hohepa.
- **Gangers/ Inspectors** – incumbent Kevin Gubb
- **Train Control** – currently a shared position on a co-opt basis
- **Track Auckland Metro** – new position
- **Track Wellington Metro** – new position
- **Track Non Metro North & South Islands** – new position
- **Signals, Comms, Traction** – Ian Walker



then you are eligible for nomination for this position

Train Control

If you are employed within the Train Control specialised area of KiwiRail then you are eligible for nomination to this position.

Auckland Metro Track Worker position

If you are employed by KiwiRail as a track worker/maintainer (other than leading) in the Auckland Metro area you are eligible for nomination for this position.

Wellington Metro Track Worker position

If you are employed by KiwiRail as a track worker/maintainer (other than leading) in the Wellington Metro area you are eligible for nomination for this position.

Track Worker non-metro North & South Islands position

If you are employed by KiwiRail as a track worker/maintainer (other than leading) in a non Metro area anywhere in the North and South Islands of NZ Aotearoa you are eligible for nomination for this position.

Infrastructure – Signals, Comms, Traction

If you are employed within the Signals, Communications, Traction specialised areas of KiwiRail I & A then you are eligible for nomination to this position.

Important Information

Nominations 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 or from the National Office by calling on 04-499-2066, or emailing office@rmtunion.org.nz

Position Description:

Structures

If you are employed within the Bridge or Structures gangs specialised area of KiwiRail I & A then you are eligible for nomination to this position.

Machine Group/Fitters

If you are employed within the track machine and mobile mechanised groups, plant fitter specialised area of KiwiRail I & A then you are eligible for nomination to this position.

Ganger/Inspectors

If you hold a position of a Track Inspector, Supervisor, Ganger, Leading Hand or Foreperson in any area of KiwiRail I & A



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 4 October 2019. You can also fax the completed form to 04 4710896 or scan/photograph and email to admin@rmtunion.org.nz or office@rmtunion.org.nz and please ensure you get a receipt acknowledgement to be confident that your nomination is properly in the system!

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 Union National Office by the National Returning Officer.

Nominees must have their photo and a short promotional statement of up to 200 words to the National

Returning Officer **no later than 1700 hrs on Friday 4 October 2019.**

Electronic receipt of this information is preferred. Please ensure you get a receipt of acknowledgement please. In the event that neither a photo nor a promotional statement then the ballot papers, if required due to more than one nomination having been received, will be issued with the required material absent.

Please ensure you advise National Office if you have changed addresses or your designation in KiwiRail has changed. If we can't get a ballot paper to you because we do not have the correct mailing address then we cannot get you a voting form. Call RMTU 04-4992066 or alternatively update your details online www.rmtunion.org.nz or email

admin@rmtunion.org.nz

Signed: Howard Phillips, **National Returning Officer**

SUCCESSFUL CTU-GOVERNMENT FORUM IN DUNEDIN

The RMTU had a strong presence at the fourth CTU-Government Forum in Dunedin on 5th September. This is an initiative whereby the Prime Minister and members of her cabinet meet union members in an informal setting for a conversation. RMTU members Merv Read (Port Otago), Dave Kearns, Gareth Bachop and Murry George (all Otago Rail) all attended with South Island Organiser John Kerr.

Murry and Gareth attended a workshop on the economy with Finance Minister Grant Robertson and Dave Kearns and John Kerr met Iain Lees-Galloway and Jan Logie of the Greens in a workshop on employment relations. We had a good conversation on the need to reform the Public Transport Operating Model during which our comrades

in FIRST and the Tramways Union were very vocal on behalf of bus drivers.

All in all this was a very positive evening – when in the nine years of the National led Government did union members get the opportunity to speak directly with key ministers? It also gave us an opportunity to express our thanks to outgoing CTU Secretary Sam Huggard who has done such a tremendous job in that role.

NEW COURSE ON FIGHTING FATIGUE

WorkSafe Reps our H&S training provider is offering a one-day training course for Roster Delegates and Health & Safety Reps and Managers to learn about how to manage



the hazard of workplace fatigue and prevent injury and ill health caused by fatigue.

Course dates:

- 19th September 2019 Christchurch
- 20th September 2019 Auckland

KiwiRail and the Union are encouraging HSAT members to attend the fatigue course by getting in touch with Learning and Development's Claire Savage at Claire.savage@kiwirail.co.nz, Or

you can contact RMTU H&S [Organiser kfletcher@rmtunion.org.nz](mailto:kfletcher@rmtunion.org.nz)

BARGAINING FOR AN INLAND PORTS AGREEMENT WITH LYTTELTON PORT COMPANY UNDERWAY

The RMTU and LPC met for negotiations for an inland ports' collective agreement on 10 September. The RMTU were represented by Branch President Andy Kelly, Branch Secretary Brian Gilkison, delegates Darryl Haines, Brad Roberts, Daniel Johnstone and South Island Organiser John Kerr.

The parties exchanged claims and the RMTU indicated the importance of a collective agreement that covers both City Depot in Woolston and Midland Port in Rolleston together with real wage growth, including access to LPC's superannuation scheme, and other improvements to terms and conditions.

LPC have indicated that whilst their preference is for separate collective agreements for the two sites they would be prepared to consider a single agreement but wanted to explore multi-tasking and potential deployment of staff to either Woolston or Rolleston.

The parties have agreed to discuss this further and form a sub-group, with

independent facilitation, to explore the implications of the above.

We have agreed to 'park' other aspects of the bargaining until that sub-group has done some initial work.

The discussions were positive and constructive and we are hopeful that the sub-group will continue in a similar vein and in a timely manner.

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.

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!



DUNEDIN RAILWAYS BARGAINING PROGRESSING WELL

As the Activist went to press the RMTU is at the point of settling negotiations with Dunedin Railways. The bargaining team of delegates Julian Evans, Andy Howie and South Island Organiser John Kerr believes we have secured a deal that is the best we can do in the circumstances and will deliver substantial benefits to our lowest paid members.

Full details of the proposed settlement and collective agreement will be put to a full membership meeting for ratification at 0900hrs on 19 September in a passenger car parked at the Dunedin Railway Station.

In the meantime, the RMTU team wishes to thank Dunedin Rail and RMTU Otago Rail branch members for their support throughout the bargaining to date.

SOUTH ISLAND DELEGATE TRAINING IN DEMAND

Such is the demand for training and education amongst our delegates and active members that the RMTU is now providing two courses, one in Christchurch on 26th September and another in Dunedin on 3rd October.

Both courses are aimed at new delegates and/or interested members, although we do have a number of more experienced people attending both for a refresher and to share their knowledge with fellow attendees.

GOT AN ACC QUESTION?

The RMTU is developing a new Injury Management training programme for Delegates and H&S reps involved in supporting injured workers through the claims and injury management process.

Remember KiwiRail is an accredited employer which means they step into the shoes of ACC and are required to provide the same or better level of service to injured people.

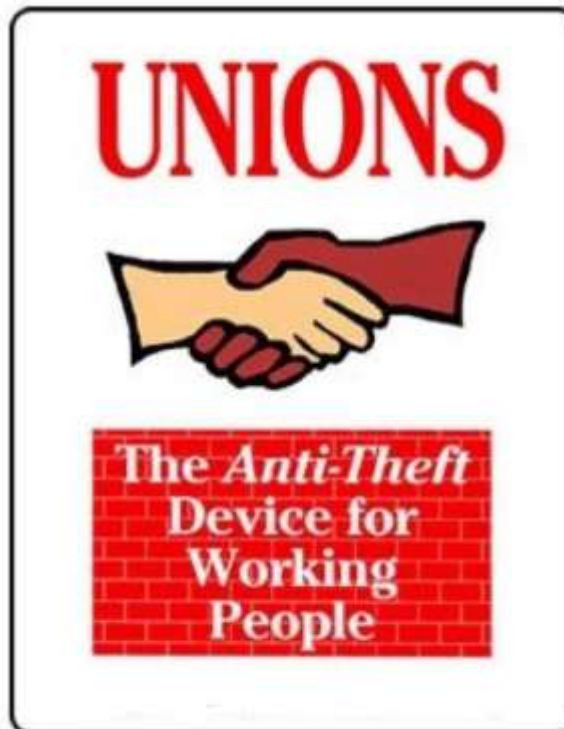
Do you have a question relating to ACC and workers entitlement? If yes can you email kfletcher@rmtunion.org.nz

The questions and answers will be collated and provided to members as part of the training package.

KNIC PROJECTS REBOOTED

After the KNIC on 21 August KiwiRail and the RMTU is seeking to inject fresh momentum into the three outstanding projects arising out of MECA talks last year. These are:

1. Flexi Work: this arises out of a claim for clarification around the application of this from KiwiRail. John Kerr and Kevin Gubb are scheduled to meet management on 13 September.
2. Pay and Progression Review: This is a big piece of work that covers all MECA network services roles and was last completed in 2011. We've made some progress but fresh urgency is required, particularly in relation to Traction staff who appear to be well behind what is being paid in the market. Our team is made up by John Kerr, Lou Watene and Jerry Hohepa is scheduled to meet with KiwiRail on 27th September. In the meantime we are collating



RAIL - TAKING STRESS OFF NORTHLAND ROADS

It's time to reconnect Northland's extensive railway network enabling industry to use the safest way to move freight and increase high value rail tourism.

The Rail and Maritime Transport Union fully supports re-opening lines to Dargaville and Otiria, reconnecting rail to Kawakawa and Opua for rail tourism.



Rail is the Strategic missing link to Northport.

- Logs • Woodchips
- Dairy • Bulkloads • Tourism
- Large Consignment Freight



documentation with a view to doing a market survey for Traction staff.

- Network Services Manning Levels: the key element in this discussion from the RMTU's perspective is the need to shift the focus away from the post 2013 so-called cost reduction project cull of staff that left many gangs, particularly in rural areas reduced to as few as two workers. We need to lift our horizon and increase staff so KiwiRail has the capacity to maintain the railway in the new era of growth and expansion. Good work on this project has been done by KNIC members Lou Watene and Ian Walker.

The RMTU KNIC members are also advocating to bring digger operators in-house, possibly under a so called dry hire arrangement whereby the plant is leased and the staff directly employed. Watch this space.

BITS AND BOBS

- Hamilton's new inland port development took a step forward with the Overseas Investment Office approving the involvement of C3 Ltd.
- Transdev Wellington and Hyundai Rotem talks are making pleasing progress in Wellington. One obstacle to settlement is the challenging update to the Passenger Rail Operating Manual which has been a term of settlement for the last 3 years to be done during the currency of the CA. This year the parties have agreed that it is to be done as part of the wages bargaining. A second is to reaffirm in the CA the minimum train staffing levels.

**Remember -
Lets be Safe at
all times**

82%* Want to catch a TRAIN to the AIRPORT Who's blocking it?

SUPPORT US FOR AN ACTUAL FAST AIRPORT TRAIN: ptusers@outlook.com

SOURCE: *NZ HERALD ONLINE POLL 13,300 VOTERS OCTOBER 2018 | 6% prefer light rail tram | 1% prefer a bus | 9% prefer drive and park



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START-STRAIGHT TO AIRPORT RAPID TRAINS
PUBLIC TRANSPORT USERS ASSOCIATION NZ



NZ TRANSPORT
2050



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PTUA ORAKAU RD, AUCKLAND | PH. 021529404 | WWW.PTUA.ORG.NZ



12-SEP-19

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