

# THE ACTIVIST



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## KR GSF SUBSIDY INCREASE

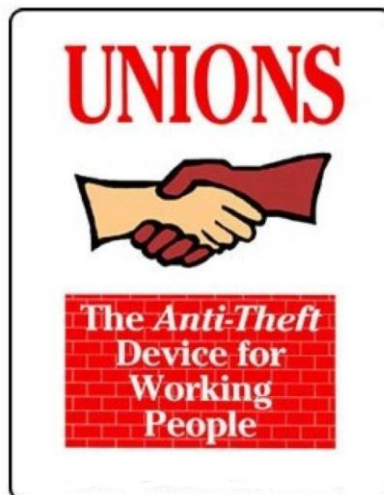
The NZ Government has advised KiwiRail that there is an increase to the employer subsidy from 1 July 2014. The increase is 0.5% and takes the employer subsidy to 13.8%.

For KR staff covered by the MECA and who are members of the Government Superannuation Fund (GSF), KiwiRail will stump up with the extra cash.

For IEA employees who are members of the GSF KiwiRail has advised that as they are on Total Fixed Remuneration packages THEY will have to pay the increased employer subsidy. The advice letters were signed by incoming HR GM Andrew Norton. This certainly dispelled any feel good people had after reading his page 2 intro in the in-house staff newsletter Express.

This matter last raised its head in 2009 and when the Union and members took exception to the approach KR agreed to bear the cost of the increase. The letter clearly states that Peter Reidy and the Executive Leadership team have decided this approach is no longer sustainable.

The message to the IEA's is that if you are in the MECA you are safe from this salary erosion and if you cannot be covered by the MECA then we need to have IEA members sign up to a willingness to fight for a management CEA to protect you from this type of attack or change in leader attitude. Talk to the other IEA's in your area and let's create a wave of support for a management Collective agreement for RMTU members.



## RENEWAL OF LYTTTELTON PORT COLLECTIVE AGREEMENT – JOINT INITIATION OF BARGAINING AGREED BY RMTU AND MUNZ

Following a meeting in Wellington facilitated by NZCTU President Helen Kelly MUNZ and the RMTU have agreed to jointly initiate for a renewed collective agreement at Lyttleton Port. Because the RMTU wish to expand the coverage of the bargaining to include RMTU members at the inland port in Woolston, and the future metroport at Rolleston, MUNZ will need to ballot their members. The RMTU has already balloted members, as discussed in the last issue of The Activist.

We're confident that our brothers in MUNZ will support expanding the coverage of bargaining and help strengthen both unions' industrial power.

CTU President Helen Kelly has been very helpful in supporting both our unions' as we've worked through the issues surrounding this and has offered to provide further assistance with the bargaining should we require it.

Meanwhile, both unions' executives have met with LPC's Chief Financial Official Kathy Meads who has updated us on the Port of Tauranga-Kotahi-Maersk initiative and the challenges this presents LPC from management's perspective. It's clear that productivity gains are going to be high on management's agenda in the future.

The RMTU has drawn LPC's attention to the Industrial Council model in KiwiRail and the work both parties did to establish that. Our union has no issue with productivity, just as long as it is not conflated into attacking

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

terms and conditions of employment. Real and sustainable productivity gains can only be achieved year on year by involving workers and their representatives in decisions about things like investment and work practices; not by short term so called solutions that damage employment relations and create an alienated and disaffected workforce.

## H&S REFORM BILL

The RMTU will be making its verbal submission to the Transport and Industrial Select Committee at 11.20am, Thursday, 24 July. The hearing of evidence is taking place in the select committee meeting room 1, ground floor, Bowen House, Lambton Quay, Wellington. The hearings are open to the public and members are invited to attend to show support for the submission. The RMTU submission 1 is available at

[http://www.parliament.nz/resource/en-nz/50SCTIR\\_EVI\\_00DBHOH\\_BILL13016\\_1\\_A\\_396734/081c8e1554f29260ae25da9ef4081496ce1225eb](http://www.parliament.nz/resource/en-nz/50SCTIR_EVI_00DBHOH_BILL13016_1_A_396734/081c8e1554f29260ae25da9ef4081496ce1225eb)

All other submissions are available at

[http://www.parliament.nz/en-nz/pb/sc/documents/evidence?Custom=00dbhoh\\_bill13016\\_1&Criteria.PageNumber=1](http://www.parliament.nz/en-nz/pb/sc/documents/evidence?Custom=00dbhoh_bill13016_1&Criteria.PageNumber=1)

A number of employer submissions are well worth reading especially the Port CEO forum. You have to wonder what planet they are on – probably planet Key come to think of it.

## TRANZ METRO DISPUTE

The RMTU has registered a dispute with Tranz Metro pertaining to their unilateral and in our view unlawful implementation of the withholding of pay progression to Locomotive Engineers if they receive a verbal, written or final warning. This is a clear and substantial breach of the Collective Agreement and specifically the provision of clause 3.4 of the Passenger Group Schedule. We have sought Metro's agreement to attend mediation in the first instance.



## STEAM TRAINING

We have a declining pool of steam trained and certified locomotive operating staff. We have the steam rail societies refusing to train any of the ever growing number of keen young KiwiRail volunteers for steam locomotive training. We have steam rail societies demanding that they wish to provide the second person on rail heritage trains operating on the mainlines. We have significant H&S concerns about anyone other than fully certified and competent KR staff undertaking this work (with many of these concerns also shared by the KiwiRail Freight management). This impasse is unsustainable and so a game changer is required. The RMTU is arranging a conference call of all steam certified members seeking to obtain a mandate to stop all rail society mainline operating trains. This will certainly focus all minds and so we will either have a resumption of training and therefore a continuation of the heritage trains operating or there will be more time to polish the heritage rolling stock in their workshops.

## RMTU WOMEN'S FORUM 2015

The RMTU is currently planning for an inaugural Women's Forum in Wellington early 2014. Up to 30 paid places are available for RMTU women to attend. The Forum will be one full day and two half days either side.

Final dates of March or April are soon to be confirmed.

The purpose of the Forum is to bring together active and keen RMTU women to begin empowering women to take a greater leadership role within the RMTU at all levels.

The Forum will:

1. Nominate a Women's Candidate for NMC Elections due to be held in 2015.
2. Prior to candidate endorsement the role of the Women's Rep will be presented to the Forum who will discuss, amend if required and agree on the role of the

NMC Women's Rep for submission to and final approval by the NMC.

3. Preferably the Forum will agree on nominating and endorsing one candidate, however democratic process must be allowed and there may be more than one candidate nominated out of the Forum.
4. A Women's RMTU Communication network will be developed at Forum – an agreed group of women who will begin the process of being and creating a support and communication network for RMTU active women – e.g. the Women's Branch Representatives, NMC rep, women delegates, branches that don't have women – how to support these groups.

Amongst the anticipated lively debate and decision making will be speakers, education sessions, and an evening meal on the first night and lots of strong union women to get to know and build networks with.

If you are interested or know any RMTU women who would be keen then register your interest by emailing Julia Harrison, Wellington Office Co-coordinator [jharrison@rmtunion.org.nz](mailto:jharrison@rmtunion.org.nz) and Libi Carr RMTU Lyttelton Branch Secretary [rmtul@xtra.co.nz](mailto:rmtul@xtra.co.nz).

## MIDDLETON YARD SHUNTING AND HEALTH AND SAFETY

This issue has been bubbling along since the last issue of 'The Activist'. A working party was formed at Middleton Yard comprised of delegates Ian Stewart, Alan Robertson, John Reizinger and Alastair Cumming and Allan Rolton from management. The group has looked hard at the rules and their local application.

Much discussion has focussed on the meaning of the obligations to maintain "line of sight" and also be positioned "at or near the head of the movement" when shunting. A proposal has been generated by the working group that will have to be approved by KiwiRail for a local instruction of procedure to provide clarity about this as

well as practical way of working in the context of the geography and workload at Middleton, Lyttelton and Woolston yards.

The fact the membership took a stand has accelerated a process that everyone acknowledges is overdue. What remains is to revisit the issues around shunting at the earliest opportunity, which realistically will be during the next KIC meeting.

Another fact that has been highlighted is just how lean the staffing is at Middleton. Three man gang's operating very quickly placed enormous pressure on KiwiRail and there was a need for significant overtime working to fill the gaps.

## MILLION STRIKE

More than a million public sector workers went on strike in the United Kingdom July 10 in a bitter dispute with the government over pay caps, cuts in pensions and jobs, changes in the age of retirement and privatization of public services. The job action is the biggest general strike in decades.

General Secretary Dave Prentis of UNISON, one of the major unions participating in the strike, said: "The government should look hard at the economic benefits of lifting the pay cap and ending the misery of low pay" for public service workers and their families. "By starving local councils of the finance they need to deliver vital public services and pay staff a fair wage," he said, "the

government is missing an opportunity to not only inject money into the economy but to create much-needed full-time jobs." The major issue driving the strike is over pay.

The government froze salaries in the public sector in 2010, and in 2012 introduced an annual 1 per cent cap on pay rises. According to the Trade Union Conference (TUC), the umbrella organization of trade unions in Britain, over 450,000 workers in local government earn less than the living wage. A combination of pay freezes and pay raises below the rate that prices are rising "have left household budgets stretched to the limit."



## RISK TRIGGERED COMMENTARY

What the hell is this we hear you say? Well the Concept behind RTC lies in understanding how the memory functions. The long term memory is thought to have a limitless capacity. However, information enters via the short term memory, which has a limited capacity of between 7 +/- 2 items and can only hold information for between 8 to 18 seconds. Clearly, for train driving, it is important that essential information relating to the safe control of the train is not lost in the short term memory. RTC driving aids the memory using the process of verbal rehearsal and repetition.

RTC involves drivers "speaking out" what they usually just think to themselves when driving. By following this process, drivers can listen to their thoughts and the subsequent actions they are planning to do - allowing them to remember and 'sense check' what they should do next and avoid becoming distracted by other influences of less importance. Japan has had "point and shout" for a number years.

Aurizon and Queensland Rail have introduced RTC and so RMTU LE reps from Freight and Passenger are to accompany managers to these companies in August on a fact finding mission. The RMTU is arranging for the reps to meet up with their RTBU counterparts to have a union only session on the concept. Watch this space.

## PRIMEPORT PRESSES ON

As LPC management absorb what the re-configuration of the New Zealand port industry by Port of Tauranga-Kotahi-Maersk means for them, Prime Port members are watching the dust settle on the debacle that was the re-structure that never happened.

Readers will recall that Prime Port scrapped its plans to make all our members redundant, for the third time in four years, and to outsource most of its work to two wholly owned subsidiaries of Port of

Tauranga: Quality Marshalling and Timaru Container Terminals Ltd. CEO Jeremy Boyes also stepped down.

Since the U-turn, Quality Marshalling has been aggressively recruiting, both in Timaru and elsewhere. They're being very coy about what terms and conditions they are offering and the silence about having a collective agreement is thundering. Obviously there is a need for more workers in Timaru and QM is looking to employ them. This is another headache for LPC who pay low wages at their inland port in Woolston and face losing workers to Timaru.

So, watch this space, because there are interesting times ahead.

## IRD GETTING HARDER ON MAILED CHEQUES

We all know that posting a letter is getting more expensive, it takes longer to get to its destination and there are fewer post boxes on our streets. Now it is official - the Inland Revenue Department has issued a warning - if you post your payment to the IRD before the due date, but they do not receive it on time, you may incur penalty charges. Having it postmarked before the due date is no longer sufficient. The payment has to arrive by the due date. They are advising you to make payments online.

## WAIRARAPA TRAIN MANAGERS FEAR SAFETY

Recently a wairarapa train service left Masterton with a reluctant train crew operating the service. The loco had a single LE on it and the 6 passenger cars had a single

Train Manager on it. Both staff members were expressing their concerns and feared for their liability under the Railways and H&S Acts if anything was to go wrong especially given the train traverses one of NZ's longest tunnels.

The RMTU is firmly of a view that a 6 car train should not be operated with only one onboard staff member especially when the safety instructions state that should



anything happen the Train Manager MUST become the second person on the locomotive. What happens we hear you ask to the passengers sitting in the 6 cars on their own? Good question?

## KIWI RAIL SICK LEAVE DEDUCTIONS

Members recently alerted the RMTU to the fact that KiwiRail has unilaterally commenced deducting a full day's sick leave for a half day absence. The scenario is a worker comes to work feeling a bit unwell and works until the mid-shift break and decides to go home as they are too unwell to continue. We contacted KiwiRail and asked why this had occurred. It transpired that KiwiRail had altered their payroll programme and unilaterally initiated the change in approach to deduction. KiwiRail have advised that this had all been a misunderstanding and they would immediately "put things right".

If you have been caught out in this change then please register a pay query with KiwiRail?

## PORT CHALMERS BARGAINING UPDATE

The RMTU Port Otago Branch is well underway with collective bargaining with MUNZ and management for the renewal of the Multi Union collective agreement (MUCA).

This bargaining covers members of both unions at both Port Chalmers but also the inland port located at the adjacent to KiwiRail's Container Transfer Terminal in Dunedin. As such it provides a model for what we're trying to achieve in Christchurch with LPC by driving to expand coverage of the bargaining and the collective agreement.

The parties are close to settlement. Bargaining has been going well with some positive outcomes already agreed particularly on "working together" with management to help create a safer work place.

What's interesting is the reports we're getting from port of Tauranga that management are sticking to a 2.85% pay

offer – the same that LPC made to the Logistics Officers in Lyttelton. Obviously the employers understand pattern bargaining and the challenge to us is to destroy the pattern!

## TOLL TRANZ LINK CA UPDATE

Ratification meetings across the country have overwhelmingly voted to endorse the Terms of Settlement that were negotiated in June by the RMTU negotiators. This includes a general wage increase that delivers at minimum a 4.2% increase. This keeps our members ahead of inflation with a 2% increase for the first year and 2.2% for the second. Tighter controls around the use of temporary staff with a view to developing permanent positions, better access to uniforms and Protective clothing and a change to clause 6.4 to include "all of the union members affected by the proposal" were also agreed. Big thanks must go to your rank and file negotiator delegates Brian Walters, Pat Frelan and Tony Dreaver who worked well to deliver the best possible result for all Toll members.

## ARE WE DOING WELL?

The latest Household Incomes Report showed median household incomes rose four per cent in real terms in the two years since July 2011 but opposition parties and unions questioned whether low income earners are really doing any better.

According to the report, the net pay gain for lower income earners from 2009 to mid-2013 was close to zero. The top income group had a net pay gain of around five per cent. "This takes no account of the fact that GST hits low income families harder and that the cost of living for low income families has risen faster than for those on higher incomes," CTU economist Bill Rosenberg said. "The cost of housing is taking a deep toll. Housing stress – where housing costs exceed 30 per cent of disposable income – is at its highest levels in decades for all households." Labour's finance spokesman, David Parker, said the government is refusing to recognise income inequality is a problem. "National has repeatedly denied what most New Zealanders understand –



that the gap between rich and poor is widening," he said. "The government is in denial ... it's a collective head-in-the-sand approach."

## KR WAGEROUND – HARD BARGAINS 2014”

The parties (KR and the RMTU) are due to meet 29, 30 and 31 July in Wellington. During this meeting KiwiRail will table it's "claims" or "Issues" (as they call them) for the renewal of the MECA and will commence replying to the RMTU claims. It has been confirmed that on the 31st Peter Reidy and other members of the KR senior leadership team will outline their "vision" for the company to the RMTU.

Will the TAP be turned off – that is the question?

## YARD FOULING POINT BOARDS

Rumblings from the West Coast over these are being heard far and wide.

There is some concern that may have been a failure to engage the people on the ground as we're hearing that new fouling boards to go in yards are being introduced. Members are saying if this is the case where was the testing done?

Basic questions like what are the dimensions and where, or when, was this added to the rules are being asked.

People are also asking about colour, can the boards be seen at night, do they cause a trip hazard can they be driven over by vehicles, and how easy are they to see from the cab of locos and/or shunts and high rail trucks.

It may just be that the rumour mill has got ahead of official announcements but we do need the facts.

## KIWI RAIL HANG SCAFFOLDING

After concerns were raised at the last KiwiRail Networks Industrial Council management has banned the KiwiRail

scaffolding system, known as the 'Hanger System'.

A working group has been convened to examine the safety issues around scaffolding. Barry Rattray, Structures Inspector, agreed to act on behalf of the RMTU on this group. In the meantime the ban is in place and the RMTU is seeking clarification on what certification and/or qualifications are required when supervising scaffolding.

## LAUNCH OF THE UNION MOVEMENT'S GET OUT AND VOTE ELECTION CAMPAIGN.

CTU Get out and Vote aims to mobilise the hundreds of thousands of people who enrol but don't vote – 31% of enrolled voters didn't vote in 2011.

This year you can vote at any time from September 3 through to September 20.

It's easy to sign up with the union movement's Get Out and Vote campaign!



Sign on here to be a volunteer, and talk to workmates, friends and neighbours to ask them to make a pledge to be a voter at this election. We'll be in touch with the resources you need (like pledge cards and

information leaflets) and let you know about events in your area and ideas for things to share on social media – so you can help us Get Out and Vote!

### ARE YOU A VOTER?

Even if you aren't able to volunteer, we want you to make a pledge to be a voter at this year's election. Make a pledge to be a voter (make sure you're enrolled to vote too). We'll make sure you have all the information you need about where and when to vote.

*Authorised by Helen Kelly, NZCTU, Level 7, 178 Willis Street, Wellington*

## DELEGATE TRAINING IN CHRISTCHURCH

Last month saw another successful delegate training session in Christchurch. Members



from as far afield as Dunedin and Invercargill attended, together with Christchurch based brothers and sisters, and all the feedback received was positive.

Our National Health and Safety Organiser Karen Fletcher came down from Wellington and led an excellent session on incident investigation, which was very enlightening.

We did sessions on organising for success, representation and how to use our union structure to build organisation on the job. Everyone left with a checklist for raising the profile of the RMTU at work and are doubtless putting this to good use.

It was great to have experienced delegates and active members attending as well as people who were new to the role. Members learn plenty from one another and having a day to share our stories was invaluable. Big thanks to Libi for organising the venue and the catering.

## SHELL COMPANIES

New Zealand has been criticised here for allowing the easy formation of companies. The system has been open to abuse, and has been used for money laundering and other criminal activities. Shell companies, were in many cases owned through complex structures of other companies, that ultimately appeared to be controlled offshore.

A shell company is defined as one having no assets or defined purpose, it is just sitting there. The Government has enacted legislation providing that all New Zealand registered companies must have a director who is a permanent New Zealand resident or is a director of a company in a prescribed enforcement country (such as the UK or Australia).

## PRICES RISING WHERE THEY HURT FAMILIES MOST

"While overall price inflation is still modest, and should give no reason for the Reserve Bank to lift interest rates further, the rises are occurring where they hurt families most: in food, housing and electricity," says CTU economist Bill Rosenberg.

CPI rose just 0.3 percent in the quarter, less than most expectations, and 1.6 percent for the year to June.

Rosenberg says that food price rises were equivalent to over half of the increase in the last three months, and similarly for electricity prices. Housing cost rises were equivalent to a sixth of the rise. Though these were offset by falls in car and petrol prices over the same period, these essentials are rising in price much faster than the "nice to haves". Over the year, food, housing, electricity and transport accounted for almost 80 percent of the price rises.

Housing and energy costs rose 1.2 percent in the three months compared to the 0.3 percent increase in the CPI, and 3.4 percent over the year. By itself, household energy – mainly electricity – shot up 3.7 percent in the quarter and 4.1 percent over the year.

"For low and middle income families, prices are rising in spending areas they cannot avoid. At the same time, for many people wages are barely keeping up with even the headline inflation. According to the Labour Cost Index, 46 percent of wage and salary earners received no pay increase in the year to March to recognise the rising cost of living and to retain staff, and another 21 percent received an increase of 2 percent or less. There is no sign yet that wages and salaries – over three quarters of the income for prime working age households – are sharing

LET'S GET  OUT AND

vote

GENERAL ELECTION 3 SEPTEMBER - 20 SEPTEMBER



21/07/14

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in the growth of the economy, and the growth may have peaked," Rosenberg says.

## THAILAND 'ON TRIAL' OVER FOOD INDUSTRY EXPOSÉ VICTIMISATION

The International Transport Workers' Federation (ITF) has described Thailand as being 'on trial' for allowing a company to prosecute a human rights defender who exposed modern day slavery in its canned fruit and fishing industry. The ITF is demanding that charges against Andy Hall, a UK citizen who is due to stand trial in September on charges of criminal defamation, be dropped.

The criminal and civil cases were brought against Andy Hall by Thailand's Natural Fruit Company following his research into the company's operations for the report Cheap Has a High Price, published by the Finnwatch NGO (www.finnwatch.org). That report exposed smuggling of migrant workers along with the use of child labour, forced overtime and violence against workers.

ITF acting general secretary Steve Cotton stated: "Andy Hall's investigations into the fruit and fish industries in Thailand helped expose shocking abuses there to a worldwide audience. He should be praised, not prosecuted. Thailand's attorney general must act now to disallow this case, which is an example of blatant victimisation of someone for no greater crime than telling an unacceptable truth."

He continued: "This legal case attempts to shoot the messenger and leave the true offender untouched. Thailand must address the unforgivable abuses being allowed to take place on its lands and waters, and also ensure the right to freedom of opinion."

ITF president Paddy Crumlin added: "Thailand itself is on trial. Its failure to act has rightly led to it being downgraded by the US government over human trafficking.

If ever a country needed to allow defenders of human rights to identify problems, it's this one. This impending trial is a national and international embarrassment and should be called off immediately."

The ITF believes that Thailand should:

- Ratify and implement ILO conventions 87 and 98, respecting workers' fundamental rights to freedom of association and collective bargaining
- Ratify and implement ILO Work in Fishing Convention No. 188
- Ensure that all companies operating in Thailand and benefiting from Thai resources and employment markets work constructively with trade unions and workers' organisations

Andy Hall is detailing the case against him at the website <http://andyjhall.wordpress.com>, through which he can be contacted.

ARE YOU READY TO ENROL & VOTE?



## AGE OF HOUSE BUYERS

Back in the early 1970s, the average age that an individual purchased a property was 25. Today it is around 36. The whole flatting and rental situation has changed. Whereas in the 1970s flatting was a relatively short interlude before home ownership,

today it is more permanent, with people renting for ten, fifteen or more years. This is one of the reasons why people have been investing in the residential rental property market - there is an increasing demand for it. Quite a shift has occurred in accommodation choices, over the past forty years. This trend will continue, and residential property investment will remain an active investment class.

## POLITICAL WORK...

There's no glamour in it but it's worth doing if we want to get rid of the John Key led Government.

In Christchurch our members have been helping out putting up hoardings and placards encouraging voters to put their tick



in the box to change the government. They've also been leafleting and working on getting people onto the electoral roll.

If you don't feel up to telephone canvassing or door knocking we can all deliver leaflets. So don't sit in your armchair and moan – get out and do something. You'll feel better and you can get some exercise as well!

## UK LABOUR PLAN TO RE-NATIONALISE RAIL

Labour will soon unveil a promise to change the law to allow for the part re-nationalisation of the rail network. Public and not-for-profit companies would be allowed to run train services as well as private firms.

We understand that Ed Miliband and the rail unions have reached an agreement on this. It comes as the party leadership fights off calls for full-scale re-nationalisation of the railways at Labour's policy conference.

The new law would allow the creation of a state-owned train company to compete against Virgin, Stagecoach and other private companies to run services in different parts of the country.

At the moment the East Coast Mainline is run by a public company which was established when the private firm running it said it could no longer deliver the service.

Labour say that it is bizarre that state run railways in other countries can bid to run this and other services, but not a British equivalent.

## NORTHLAND STORMS

Marcus Lush on Radio Live interviewed big Gerry Brownlee (our beloved minister of road transport) on the Northland storm and its effects on transport infrastructure. Big Gerry flippantly told Marcus that NZTA will just clean up and repair the roads in Northland after the storm damage. He was totally silent on rail. You were left wondering

who is going to pay to repair all the storm damage to the rail network in Northland after the storm and of course KiwiRail will. KiwiRail will have to stump up the cash and the workers to repair the damage to enable trains to operate again on the lines whereas the trucking companies will just sit back and wait for the taxpayer and all other road users to pick up the vast majority cost of any repair. This is truly the "level playing field" for transport that we all have to live with in NZ.

Hang on though, didn't the Napier to Gisborne line close after sustaining storm damage and the Government (KiwiRail were never going to argue with the Minister) said it's not economic to repair in alignment with what their Road Transport Forum mates probably wanted.

Are we looking at the beginning of the end for the Northland rail lines? It is on the marginal lines register after all. Watch this space I think....

One of the tragedies is that since rail was re-nationalised by Labour more lines have closed

during the following years than all the years under privatisation. What a disgrace and all on this current "Shon key" lead Government watch.

## GOOD FAITH BREACHES

The RMTU has filed in the Employment Authority a Statement of Problem which outlines repeated and systematic Good Faith breaches by KiwiRail against the RMTU and its members. The joint applicants with the RMTU are members Howard Phillips and John Valvoi. We will keep you informed.

## BITS AND BOBS

- The Railway Staff Welfare Trust has sold 27 Grove Ave in the Mount. 25 Grove Ave remains on the market as an empty section. These are the surplus land holdings following the building of the new complex.
- Wellington Tranz Metro is putting together a team of management and



RMTU reps to review and update the ROC as it applies to the onboard staff.

- The Port of Tauranga CA talks are heading for a breakdown and the negotiating team will be reporting back to membership on Thursday 24th.
- Doug Smith will retire from his position as KiwiRail manager at Kawerau on the 29th August 2014, after 51 years of service. Doug started with NZ Railways on the 18th of December 1963 as a cadet in Tauranga, based at the depot where the current I&E building is situated. As Doug passed his internal exams Doug moved up the Railways ladder and was transferred to Rotorua in 1968. Followed by a transfer to the Tamaki freight depot in Panmure, and two years later back to Rotorua. After the Edgecumbe earthquake Doug was transferred to Kawerau where he has stayed as the Branch manager. From day one Doug has been a union member starting off with the Railways Officers Institute and ending with the RMTU. So long Doug and we wish you a long, healthy and enjoyable retirement.
- The next round of delegates 2, training for Tauranga is set down for Tuesday August the 12th.

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

- Maintain situational

<http://www.political-kiwi.com>



**Lets Vote The Bastards Out On September 20th, 2014!**

awareness at all times;

- Ensure all are aware of the work to be performed;
- Make safety your first priority;
- Make sure you will go home safe and sound at the end of your shift;
- Make sure your workmate will go home safe and sound at the end of their shift;
- Do not allow yourself to be distracted.
- Do not make assumptions

# We're Stronger Together!