

THE ACTIVIST



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UNION STAFFING UPDATE

We want to update members of a number of changes at Head Office and with staffing responsibilities.

Firstly, and sadly, we are seeing an end of an era at Head Office, on two fronts. Julia Harrison has left employment with the RMTU to explore other opportunities. We will be recruiting for Julia's role of RMTU Administration Assistant shortly.

Also, Leonie Stieller is leaving her employment with the RMTU as Administration Officer from 29 September 2017. Leonie joined the Union staff on 12 June 1986. We have employed Debby Green into that role so get ready for a new name on the emails chasing you for invoices and receipts etc.

I wish to thank both Leonie and Julia on behalf of all of the union for their hard work for us, over the years they have been part of the fabric of the Union head office. I want you all to welcome Debby into her new life experience of working for a strong and powerful Union.

Also, Stu Johnstone has come off the KiwiRail Mechanical Council to focus on the DOO campaign/fight in Auckland and is being replaced by Todd Valster. My thanks go to Stu for his hard work on the Mechanical Council, and I am sure Todd will also do a great job.

Wayne Butson will be joining the Interislander Industrial Council – so he will see those of you on that, soon.

If nothing else is clear from the announcements out of the Labour Party last week, one constant we live with is change. The RMTU is no exception! What is also certain – we are far stronger together.

SEMINAR FOR AUCKLAND TRANSDEV DELEGATES

We're running a course for some of our Auckland TransDev Delegates, using approved Employment Relations Education Leave, on 15th August.

Members will receive their invitations shortly if they haven't already. With everything that's going on in Auckland, particularly their relation to Gate In Staff and Driver Only Operation it will be good to get other and have a training day.

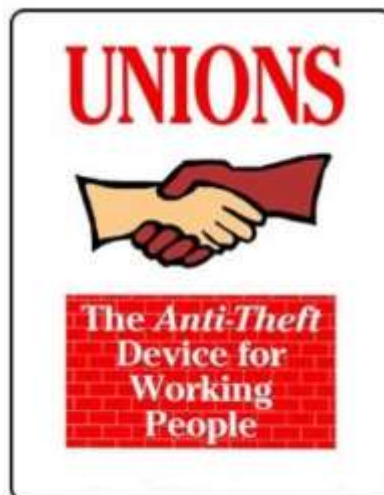
NOMINATIONS ARE RECALLED FOR KIWIRAIL I&A INDUSTRIAL COUNCIL

Infrastructure Bridges & Structures – currently vacant.

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.

Operations Scale 1 – currently vacant.

If you are paid under payscale 1 of the MECA and employed within the clerical, administration, codes and standards and technical areas of KiwiRail I & A then you are eligible for nomination to this position.



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

Infrastructure Sigs, Comms, Traction – currently vacant.

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

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 18th August 2017.**

In the event that there is more than one nomination for any position, a postal ballot shall be run. Nominees must have their photo and a short promotional statement of up to 250 words to the National Office no later than 1700 hrs on **Friday 25 August 2017.**

Electronic receipt of this information is preferred.

Please ensure you advise National Office if you have changed addresses or your designation in the Company since the last RMTU mail-out. 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

ROLLING STOCK ASSET SERVICES BRIEFING

On 27th July the RMTU met with KiwiRail to receive a briefing on the company's long and medium term intentions for "Rolling Stock Asset Services" part of their operation.

The discussion was positive and constructive and resulted in agreed joint messages to staff and members: namely

there was an outline presented of a significant investment programme in the mechanical fleet, our people and our processes and there will be a series of briefing meetings in mechanical depots across the country from mid-August.

KIWI RAIL INDUSTRIAL COUNCILS – RESULT REMINDER

Nominations for the KiwiRail Industrial Councils closed on Friday 21 July 2017 at 5pm and the results were as follows.

KiwiRail Freight Industrial Council

Following the recent NMC election, John Keenan will fill the **Locomotive Central** position and Mike Williams the **Locomotive Southern** position.

Locomotive Northern – Tim Kerwin elected unopposed.

Upper North Island Terminals – Dean Ngatai elected unopposed.

South Island Terminals – Marty Duncan elected

unopposed.

C T Site – Iain Hutchinson elected unopposed.

Lower North Island Terminals – A ballot will be held between Siaosi Tauvae and Michael Vowles. We anticipate issuing ballot papers to members in the Lower North Island Terminals designation during the week ending 28 July 2017.

Congratulations to those successful nominees, Organiser Todd Valster will be in contact to advise you of the next meeting and the current matters being addressed by the Council.

KiwiRail Interislander Industrial Council

There are no Interislander Representatives on the NMC and



therefore all positions on the council were open for nominations.

Scale 1 (Inside Wellington Terminal) – Annelies Griemink elected unopposed.

Scale 1 (Inside Picton Terminal) – Tania Haraki elected unopposed.

Ferry Operations (Wellington Outside Terminal) - John Finch elected unopposed.

Ferry Operations (Picton Outside Terminal) - Vern Steele elected unopposed.

Congratulations to those successful nominees, Wayne Butson will be in contact to advise you of the next meeting and the current matters being addressed by the Council.

KiwiRail Mechanical Industrial Council

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

Train Examiner Maintenance – Shane McNae elected unopposed.

Hutt Workshops – Mathew Cordell-Bain elected unopposed.

Servicing Mechanical – Logan Kahui elected unopposed.

North Island Depots – John Evans elected unopposed.

South Island Depots – Luke James elected unopposed.

Congratulations to those successful nominees, Organiser Todd Valster will be in contact to advise you of the next meeting and the current matters being addressed by the Council.

KiwiRail I&A Industrial Council

There are no I&A Representatives on the NMC and therefore all positions on the council were open for nominations.

Infrastructure Bridges & Structures – no candidate nominated.

Infrastructure Mechanical – Jerry Hohepa elected unopposed.

Infrastructure Track Supervisors – Kevin Gubb elected unopposed.

Operations Scale 1 – no candidate nominated.

Operations Train Control – Michael Graham elected unopposed

Infrastructure Trackworker – Brad Claridge elected unopposed

Infrastructure Sigs, Comms, Traction – no candidate nominated.

Congratulations to those successful nominees, Organiser John Kerr will be in contact to advise you of the next meeting and the current matters being addressed by the Council.

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

TRANSDEV AUCKLAND – SAFETY ASSESSMENT

Transdev Auckland is having its Ordinary Safety Assessment audit starting the week of the 21st August. The RMTU has told the NZTA that Transdev needs to better involve worker representatives in managing the risks around emergency evacuation. RMTU members say the procedures are not clear to them. For example there has been no drill with Transdev and emergency services if there is a medical event on a train.

ARE YOU READY TO ENROL & VOTE?



SOUTH ISLAND PORT BARGAINING

We're having a busy time of it in the ports sector on the mainland.

First horse home in the South Island was Port Chalmers. The RMTU and MUNZ branches are still in a multi-union collective agreement and worked well together to achieve a pay deal that has been ratified by members of both unions. It provides for two increases of 3% over two years, the first on expiry and the second after a year. Well done to both bargaining teams. The settlement doesn't involve any clawbacks and has provision for an alteration to payments for a cancelled shift on a trial basis. There is also a good increase for Trades Assistants taking them to \$29.78 an hour – something our Lyttelton members will doubtless look carefully at.

We commenced bargaining on behalf of our members directly employed by Prime Port Ltd in Timaru on 26 July and exchanged claims. Our flagship claims are around pay (no surprises there then) and fatigue and its management. The latter flows directly from the excellent work our delegates did at the RMTU Ports Forum in June.

We were scheduled to meet again on 16th August but Keith Michel, long serving Operations Manager of the port and the employer's representative in the bargaining announced his resignation with effect from 2 August.

This will mean a delay in us getting back round the table as management reconfigure their team. At this stage we're not unduly bothered, after all our Port Chalmers comrades have set a bar for us to aspire to and we are looking forward to progressing discussions.

In Lyttelton we've set down dates for bargaining kicking off on 14th August with an exchange of claims. There are further dates set for later in the month and into September. We're under no illusions



regarding the potential difficulties we may face in these negotiations.

Since the break-up of the MUCA with MUNZ in 2014, after the latter's then Branch Secretary initiated bargaining separately from us MUNZ have negotiated a deal that delivers year on year 3% increases but agreed to the introduction of sliding shifts. This has big implications for the one third of cargo handlers who are RMTU and not obliged to do these kind of shifts and it has potentially bigger implications for our mechanical maintenance staff who are now under pressure to provide 24 hour seven day a week cover as part of a normal roster. The company has been forthright in signalling its preference is for solarisation and a two shift roster with 12 hour shifts. Our members are equally forthright in expressing their antipathy for such an approach. Perhaps we would benefit from applying the High Performance High Engagement approach we've adopted in KiwiRail and address the problem together at the outset instead of management coming to us with a pre-conceived solution?

Part of the issue at LPC is that, despite the hard work both parties have put into the relationship, these things always seem to get left to bargaining when experience in rail teaches us that difficult issues are best discussed during the term of an agreement.

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.

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!**

BURT MUNRO - 12TH ANNUAL CHALLENGE, 8-11 FEB 2018 INVERCARGILL.

This trip is two weeks from 4/2/2018 to 17/2/2018 - BOOK TIME OFF NOW.

We will meet at Z Dinsdale Hamilton, on 4/2/2018 leave at 08:30.

- Send an email to the address below with the number of the phone that you will be carrying on the trip, enter my number into yours, this will be used for mass communication on the road.
- I will email you a PDF file with all the details when completed.
- When you spot this and have an interest, spread the word and put a copy on your local notice board.
- Non KiwiRail workers are welcome.

For your reference; <http://www.burtmunrochallenge.co.nz/>

Contact: Crazy Horse.
crazyh@actrix.co.nz

(027) 386 1371

PORTS FORUM 2017 FOCUSES ON FATIGUE AND PATTERN BARGAINING

We had a very stimulating Ports Forum in June attended by delegates from all ports where the RMTU has a presence.

There will be a full report in the September issue of The Transport Worker. Suffice to say there was a strong emphasis on health and safety, specifically on fatigue management and the weapons we have in our arsenal to enable us to stay safe in a 24 hour, seven day a week environment.

We also looked at a pattern bargaining approach across the sector as well as hearing from the CTU on the Holidays Act after the Police were found to have paid many of their staff incorrectly.

Sessions on technology and automation were thought provoking as well as a discussion with Labour MP Michael Wood and Green MP Gareth Hughes.

Finally we heard about amalgamation talks between ourselves and MUNZ. Plenty to think about there and it certainly set the scene for an interesting second half of 2017.

ROM S3 REVIEW - PURPOSE OF THE REVIEW

"Review and update where necessary to ensure the ROM S3 is fit for purpose to deliver safe and efficient life balance rosters for Locomotive Engineers using current fatigue risk management principles".
ROM S3 Review team –

- KR – Paul Ashton, Rangi Rarere, Kim Santer, Paul Monzari and Alastair Cumming
- RMTU – Mike Williams, Mike Fleck, Jed O'Donoghue, Tim Kerwin, Les Perrin and

Todd Valster

The ROM S3 Review team met on the 25th & 26th August in Palmerston North. The pilot conceptual roster that had been prepared since the last meeting was withdrawn by consensus of the team.

To avoid single RDO's within at risk blocks, a proposal of two "A" at risks shifts followed by



1 night in bed and not starting before 0600 – 0700hrs is being explored.

A page turn of the current ROM S3 was completed, this was to update, review and amend current clauses and remove any clauses already covered in the MECA.

Items that were parked for further discussion at future meetings include but are not limited to –

- Home rostered time, fatigue mitigation and day of operations (RMTU)
- Book on and Book off times (KR)
- Shift backwards rotation (RMTU)
- Shift cancellation and opting to not work public holidays (RMTU)
- Relief links and RDO's (KR)
- Contact time and response (KR)
- GEWP outside of standby hours (RMTU)

Prior to the next meeting, the RMTU reps will conduct a survey of LE's for preferred communication to and from the roster centre and contact outside of standby and or shift hours.

The next ROM S3 Review team will be in the first week of September.

PORT NELSON – BARGAINING UPDATE

The RMTU and PNL wish to update their members/employees on progress with the Collective Agreement negotiations which commenced on 8 June.

PNL and RMTU met again on 28 July. PNL presented analysis on RMTU claims and the parties further discussed these claims. Progress was made and analysis will continue to aid discussion at the next meeting.

The parties met outside of bargaining to progress aspects of marine related claims and these were reported back to the bargaining teams.

The next bargaining meeting is on Thursday 10 August 2017.

GOTTWALD MOBILE HARBOUR CRANE INCIDENT BEING INVESTIGATED

On Saturday morning, Napier Port's crane, MT78, was working on a ship when a fault occurred with the braking system. Napier Port Container Operations Manager, Warren Young, says this fault was handled safely but the decision was made to remove the crane and lock it out while the braking fault was

investigated.

"The operator drove the crane to the parking area on 5 Wharf, turned it off and got out of the crane, however several minutes later the spreader descended (not in free-fall) and hit a twin-lifter frame below. Thankfully, no one was injured during either incident," Warren says.

Napier Port took immediate action to support the driver and isolate both MT78 and its sister-crane MT79, which has the same braking configuration. Both WorkSafe and Konecranes were alerted.

The four remaining cranes are still in operation, as there is a long history of safe use and they have a very different braking system.

Napier Port's engineering team has assessed the wharf structure and no damage has been sustained to the deck. The crane maintenance team are currently removing the broken spreader and rotator so the ropes can be secured and the crane can be moved to a repair area.

Napier Port has commenced an investigation into the incident to establish what caused the fault and the cranes will remain in lock out until we can ensure it will not happen again.



KR HIGH PERFORMANCE HIGH ENGAGEMENT

There are a number of HPHE projects that are in progress in KiwiRail, through two of our industrial councils, the Networks Council and the Mechanical Council. These are at varying stages – see elsewhere in The Activist for reports.

A great leap forward was made last week with the signing of an agreement between the RMTU and KiwiRail that there will be no forced redundancies as a result of HPHE projects. This removes a significant obstacle to our engagement with HPHE and will provide the impetus behind the adoption of HPHE methods to a wider group of RMTU members and KiwiRail staff than has hitherto been the case.

With initiatives like HPHE there has to be something to gain for all the parties involved to make it worth the candle. Too often we hear from the likes of Air New Zealand, where HPHE has been embedded for a while, only about the gains achieved by the employer.

This agreement that there will be no compulsory redundancies flowing from HPHE projects provides a tangible benefit to RMTU members and will help build the trust between us and management that is so critical if HPHE is to work.



CHRISTCHURCH CITY COUNCIL ADOPTS LIVING WAGE

The RMTU, together with our comrades in the PSA, Etu, NZNO, TEU and FIRST unions fronted up at Christchurch City Council's meeting where the adoption of a living wage by the Council was debated and voted on. We are proud to report that the motion to pay a living wage was overwhelmingly supported by councillors who were doubtless fortified by such a strong union presence in the public gallery supporting them.

The adoption of the living wage, deemed enough to enable a wage earner to support his or her family, and currently assessed at

\$20.20 per hour, is as one councillor put it, significant step "on the ladder of dignity" for working people and their families. Many of the people 470 employed by the Council who are paid below the living wage are part time, casual and seasonal employees including lifeguards, swimming instructors and customer service assistants. Two thirds of staff paid below the living wage were aged in their 20s or younger and the vast majority were women. It's great that these will people now have the opportunity to save for a deposit on a house and be able to support their young families.

We know that this move will have a flow on effect on the demand for better wages further up the pay scale and we welcome this. Lyttelton Councillor Andrew Turner passionately advocated for the adoption of the living wage and, given our port in Lyttelton is wholly owned by the Council, this was very gratifying. The move won't have a direct effect on our members at the port who are all paid above \$20.20 but it is great to see we have a councillor who is firmly on the side of working people.

The other result of us supporting this kind of campaign is that we know it builds solidarity with union members across many industries who will support us when we need it.

KR NETWORKS INDUSTRIAL COUNCIL

The KiwiRail Networks Industrial Council is meeting on 17th August. We have a couple of HPHE projects that were stalled while we worked our way through a dispute over the use of contractors on the network (see the last issue of The Activist). These are "Working When Trains Aren't Around" – a delightful new name given to a what was called "Green Time" – and another focusing on the development of our members and KiwiRail staff including recruitment, training and education. We're looking forward to reviewing progress on these matters.

We have also had representation from some of our scale 1 members who want us to look

at pay and progression, and from Structures Leading Hands who have made a similar request but focussed on relativities in their pay scale.

We expect to receive more information about work that will be done in-house and that which is proposed to go out to tender in keeping with our recently signed Heads of Agreement around the operation of clause 29 of the MECA on contracting out. There has been some good education of middle management done in recent weeks and we have high expectations that this will result in fewer disputes around this thorny issue.

COMMUNITY TRAINING FOR AUCKLAND BRANCH

Building Power in Communities, is a 5 day residential course run by the Living Wage Aotearoa New Zealand which brings Unions, Community and Faith groups together to learn how to build power to win better lives for workers and their families. During the week alliances were forged across civil society with the aim of taking action around the issues we share in common. Three members of the Auckland Branch attended this training last week and all have reported this course was of real value and are now part of the organising committee for a public meeting to be held Thursday 24th August to discuss the need for a living wage and addressing the housing crisis. A more detailed report will in the next issue of the TW.

TRANSDEV WELLINGTON – HYUNDAI ROTEM MECA UPDATE

The parties are due to meet again on Friday 11 August in an attempt to reach agreement on a bargaining process agreement which the employers are demanding be finalized before they will agree to commence substantive bargaining. They acknowledge that the Employment Relations Act does not require an agreed BPA before bargaining can commence. This

has been frustrating to the Union negotiators.

The Union negotiators had planned to ballot members for an industrial mandate as a move to break the impasse however the employer made an offer at the last meeting to facilitate ratification meeting attendance by members which it was felt required serious consideration by the Union team.

The Union team has made a counter offer to the employers which it is hoped will end the impasse to enable the substantive bargaining to commence when the parties next meet on the 11th. If we do not get to substantive bargaining then the Union negotiators will need to revisit the industrial mandate question. All eyes are now on Friday and looking for progress.



BITS AND BOB'S

- Main North Line will join up again after the earthquake on 8 August and a celebration of resumption of freight train operation is planned for 29 August. This is great news and a tribute to the work of our members who have worked tirelessly to have the line reopen.
- Transdev Auckland are looking to introduce a ROW procedure for the Train Managers that does not allow the TM to watch the doors close prior to shutting their local door. This approach is fraught with danger as a passenger could easily be caught in the doors without anyone knowing and many of have seen footage from other networks where this has happened. Train Manager delegates are organising around this issue to best represent the views of our members. Watch this space as for future updates
- Members at CAF raised concern over annual leave allocation and being limited to a maximum of 30 calendar days, this was clarified by Caf as a guideline and guaranteed that all annual leave applications are considered on its merits.
- We have a number of issues with Toll at Te Rapa, and the manager Declan Freeman seems to be a law unto himself,

so the issues will have to be taken to Head Office to try and resolve.

- Electrix members are addressing the eternal challenge of having a suitable roster that allows them to have a good family work life balance. To achieve this our members are having a greater input to address having people available for core work but then also able to cope with emergency work.
- We are holding our second Local Industrial Council [LIC] meeting this Thursday in Te Rapa with a full list of agenda items for discussion and resolution.
- The Ixom Morrinsville C/A negotiations have hit a snag as Ixom in Australia is struggling with the economic downturn in Australia. As a consequence they want the NZ operations to share their pain?? and are refusing to put a wage increase on the table, which is pissing off our members big time. We are holding a report back meeting this Tuesday so we expect fireworks!!
- We held Freight delegates seminar in July and are next one is set down for September.
- The C3 Sulphur Point Workshop has been taken over by Quality Marshalling [QM] as of 1 August. 11 of our C3 members accepted severance and have moved across to QM on individual agreements.
- The C3 delegates training was held in

July and we are looking at a delegates meeting in September.

- We have been working thru a number of issues/ disputes with C3, namely resolving a number of long standing crane issues including the back pay. It would seem that C3 is moving away from the partnership approach that is enshrined in the C3 Collective Agreement which is causing the increased disputes with C3.
- The Port of Tauranga [POTL] Collective Agreement negotiations came to a stop when we rejected the POTL claim on security. However since then there have been a number of informal discussions between the parties to bring the negotiations back to the table.
- We had the Mount Maunganui Mainline mediation on the 28th of July, and it was adjourned for the members to decide on a full response back to KiwiRail.

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

SAFETY FIRST!

