

THE ACTIVIST



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CTU WELCOMES NEXT STEP OF EMPLOYMENT RELATIONS AMENDMENT BILL

The New Zealand Council of Trade Unions is pleased to see progress on the coalition Government's commitment to rebalancing working people's rights, President Richard Wagstaff says.

The Select Committee has reported back on the Bill, and the Government has held firm on their Cabinet commitments, despite cynical attacks by a big business lobby willing to splurge on advertising.

"The Employment Relations Amendment Bill tackles many of the damaging actions taken by the previous National Government that made it harder for working people to get ahead," says Wagstaff.

"The Select Committee heard vocal submissions from employers on this Bill, and real stories from everyday people who have been hurt by the last Government's attacks on their working rights, lives and incomes. While getting legal wording right can be complicated, the politics aren't- this Government was elected on a promise to help everyday working New Zealanders get ahead. And they recognise that big business is taking too much of the wealth working Kiwis are generating."

"The coalition Government agreed on improvements that help working people get a fair go at Cabinet in December, and made them a part of their 100 day programme. It's great to see those commitments are on

track to becoming law, and the Government is determined to give back working families a real stake in this country's continued prosperity."

MIDLAND LINE TRACK INCIDENT

On 22 August one of our members was severely injured at a track worksite on the West Coast. The member is in good care in Christchurch hospital and has the support and thoughts of all of us with him and his family.

Multiple investigations are underway to find out exactly what happened. This incident should serve as a reminder that safety must be our absolute priority. Members should remember that they have to right to question and refuse work if they feel it is unsafe and puts them at risk of imminent harm. The RMTU will support you if you refuse to do something that places you in danger. The RMTU Red Card is very clear – Just Say No!

H&S REP NOMINATIONS KIWI RAIL

It's Health and Safety election time for KiwiRail. Nominations for H&S Reps were called at the recent Union AGMs and the closing date for nominations is 30 September 2018. Please send the names of the new or re-elected reps to Karen Fletcher at the RMTU National office kfletcher@rmtunion.org.nz



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

KIWI RAIL MECA RENEWAL 2018

Yesterday Wayne Butson and KiwiRail acting CEO Todd Moyle signed the new MECA which will set the employment terms and conditions for Union members employed by KiwiRail for the next 2 years. The deal was heralded as a landmark as it saw a flat rate increase of 1.63 per hour applied across all union member workers for 2 years rather than the traditional percentage increase of the past. This means that the lowest paid workers will receive the greatest increase as a percentage of their existing hourly rate.

The fact that the actual deal was concluded by the parties in a single day is also reflective of the much improved relationship between KiwiRail and the Union.

The ratification of the settlement is a tribute to the strong social conscience and belief of the vast majority of the Union membership who accepted a slightly lower wage increase so that the lowest paid could be given a sizeable hand up in their living standard. Well done all!

LYTTELTON PORT FATIGUE STANDARD

At long last LPC has released a draft fatigue risk management standard for the Unions to consider. The Unions at LPC will be meeting on the 27th September to review the standard and provide feedback to the company.

JUST FAIR CULTURE TRAINING- AUCKLAND

The RMTU and KRG are jointly facilitating Just Fair Culture training to Delegates, H&S Reps and Managers in Auckland on the 20th, 21st September. The Wellington Just Fair Culture course is scheduled for 2nd, 3rd October.

NAPIER PORT FOR SALE???

Hawkes Bay regional Council is preparing to consult with the Hawkes Bay community on options to fund the continued development of Port of Napier. The story goes along the line of "the options seek to secure funding required for the Port's growth to support the regions thriving economy while reducing commercial risk and protecting overall community ownership of the Port".

At the Port Branch AGM recently this matter was discussed and the members unanimously rejected the privatization sell down plan. Currently the port returns a dividend to the region which offsets the regional rates and see's all of the wealth generated from the port stay in the local area. Most of the Port's cargo volume is generated from within a 40km circle of the port.

The Union is preparing to campaign on this issue and will team up with community groups and like minded individuals. In any event the bottom line for the Branch is that the matter must go to a referendum of the regions ratepayers and could be incorporated into the local body election process next year.

The local Labour MP Stuart Nash campaigned during the last election

that Napier Port was "Not For Sale" and so it will be of great interest to us all to see how he positions himself on this matter.

The local branch officers are meeting with the Chair of the Hawkes Bay Regional Council Rex Graham next week and then the Union executive will meet on Friday to determine how to move forward on the campaign trail.

FATIGUE EDUCATION FOR WELLINGTON TERMINAL LE'S

The Union and KRG are co-facilitating fatigue education to LE's and their families as they prepare to do a trial of 5 (8hour) A shifts (at risk shifts) in the Wellington Depot.

**KEEP
OUR
ASSETS**



LYTTELTON PORT CITY DEPOT MEMBERS RATIFY ONE YEAR PAY DEAL

RMTU members employed at Lyttelton Port's City Depot in Woolston have ratified a new collective agreement that will begin on 1 October. The deal delivers an immediate 3% increase to wages together with a 11.5% increase to the night allowance and a 21% increase to the medical insurance subsidy.

The negotiations were concluded very quickly and smoothly and demonstrate that the RMTU can do business with LPC and that bargaining does not have to be protracted, acrimonious and positional.

RMTU QUALITY MARSHALLING MEMBERS IN TIMARU RATIFY TWO PAY YEAR DEAL WITH AGREEMENT ON FATIGUE RISK MANAGEMENT

Our Timaru Port Branch continues to do good work on behalf of its members with the ratification of a two year pay agreement that provides for the equivalent of a 5.9% increase on pay plus a relaxing of the cap on accumulation of sick leave out to thirty day. In addition a memorandum of understanding that establishes a joint RMTU-QM Fatigue Risk Management Group has been agreed.

Fatigue management was highlighted by members as a deeply and widely felt issue and it is heartening that QM shared the RMTU's concerns and commitment to management of the risk. Key points in the memorandum of understanding include no immediate negative consequences at the point of self-reporting fatigue and reinforcement of the right to take breaks, even when unplanned absences result in increased pressure on members.

The pay agreement is backdated to 1 July this year with a the equivalent of a 3.1%

increase on pay in year one, inclusive of a tax free \$20/month telephone benefit, and a 2.75% pay rise from 1 July next year.

The Branch is looking forward to working with QM on the management of fatigue during the currency of the collective agreement. It is heartening that some employers in the port sectors appear to understand the urgency of tackling this issue and are prepared to work with the RMTU on it.

SOUTH ISLAND DELEGATE AND ACTIVIST TRAINING SCHEDULED FOR OCTOBER

The RMTU is holding two training days in Christchurch and Dunedin respectively on 4th and 9th October. Members from Canterbury Rail and West Coast Branches, together with those from the Timaru Port Branch, will attend the Christchurch training and members from Otago Port and Rail Branches will attend training in Dunedin.

The training is both an introduction to the RMTU and organising for new delegates and active members and a refresher for some of more experienced members. We are fortunate to have veteran active members in both cities who will bring a wealth of knowledge and expertise to the sessions and enable us to pool ideas and share experiences.

Our very active Port Nelson Branch is also working on scheduling training for November. Branch officials who want their delegates and active members to receive education and training should not hesitate to ask National Office. Our union has some very high calibre officials and representatives and this is in part a result of our commitment to support our people through education and training.



LOGISTICS OFFICER BARGAINING CONTINUES AT LYTTELTON PORT

Unlike City Depot this bargaining has been prolonged. In fact it has been going on since late 2017. Once again much of the delay has been down to LPC's failure to address issues during the currency of a collective agreement and then tabling them in the context of bargaining when members are focused on securing a wage increase. Such an approach invariably creates an adversarial atmosphere and is in direct contrast to how some other employers operate.

This time we are bogged down over LPC's desire to change hours of work and the Logistics Officers' self-managing status. Members have been working on roster proposals and we are hopeful that we have reached a point where mutually acceptable change can be agreed. We sincerely hope that talks can be concluded in a positive manner and soon.

KIWI RAIL NETWORKS INDUSTRIAL COUNCIL

With the ratification of the MECA this Industrial Council has a bit of work to do. As well as reviewing our terms of reference and how we represent the various membership groups in network services we have to address the following:

1. A pay progression review for Network Services – one was last done in 2011.

2. A review of manning levels
3. Clarification of flexible working allowance entitlement

Also, there is a need to sort out digger operator pay rates. In the aftermath of the Midland Line incident there is merit in having a wider discussion around digger operators with KiwiRail, with a push to bring more – if not all – of them in-house.

KIWI RAIL/RMTU FREIGHT INDUSTRIAL COUNCIL - MEETING 40 - UPDATE


The KIC met on Monday and Tuesday this week in Wellington. This is the first KIC meeting since the recent management restructure within freight or as it is now know Operations. None of the past regional managers attended nor the past chairperson and minute secretary so the meeting was "different". There was a full agenda (as always) which included the normal business update, KIC scorecard and H&S stats.

- LE recruitment plans for the next 3 years was outlined. KiwiRail have needed to catch up due to the lack of LE schools in recent years. There are currently 11 LE trainees with 48 more LE trainees to be recruited for six school in the next 12 months.
- Learning and Development presented new online theory tests to replace the current paper based system. This has been trialled with positive feedback. L & D are also looking at the Rail Operator training with the focus on more practical

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 Opuia for rail tourism.



Rail is the Strategic missing link to Northport.

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





training over theory based training.

- update on the SPAD CRN. There has been a 50% reduction in SPAD's in the last 12 months. KiwiRail has also invited TransDev to attend and participate the SPAD CRN meetings. An outstanding issue is the lack of progress on Hark or Voice box. Hark is an automatic verbal warning to a LE when approaching limits of track warrants and CSB's etc. The benefits of the verbal warnings is that it is a different warning sound than other warnings like the headlight warning. Hark was agreed to as part of the e-protect sign off but it has not been progressed.
- As with other business groups, Freight has an action plans to follow up from the feedback from the Employee Engagement Survey, KIC was updated on those plans.
- KIC was also updated on the HPHE projects which are progressing well, these projects include the Upper North Island Train Optimisation Project, People Development, the Fatigue Risk Management Group (includes Train Control) and the Safer Shunting Review. One of the FRMG projects is focusing on the Wellington LE's roster to improve fatigue mitigation, sociability and wellbeing. The Wellington LE's want to increase the amount short "A at risk" shifts from the current 4 (28 hours or less in total) to 5. This will enable them to have a much better roster, removed single days off and have better rotations and time off, RDO's. Because this will be a variation to the ROM S3 and potentially the KR safety case, the FRMG is using Professor Gander and the Massey Sleep Centre to assist evaluating the change. Family (LE's and partners) fatigue workshops are occurring at the Wellington depot for three Sundays in a row. LE's and their partners are asked to complete a confidential survey supplied by Massey

to assess fatigue mitigation before and after the "5 at risk" shifts trail.

KIC work from the MECA Terms of Settlement and which are to be addressed during the term of the MECA was on the agenda. This includes CT rates and progression, the Rail Operator rate review (especially Westfield) and the Rail Operating Manual Section 9 review which has the arrangements for Terminal workers hours of work. All of this work has been put into KIC subgroups which will meet in the near future to make progress.

Harmonising of On Job training Allowances has been referred to the RMTU/KiwiRail Administration Council as the scope is beyond Freight Ops.

Reefer cables between wagons has been an outstanding issue and the latest proposal using cables ties was rejected as a long term solution. KIC is to investigate using other electrical expertise within KiwiRail for better safer options.

Brake Pipe Leakage tests with shunt loco's fitted with the Catron remote system was problematic with up to 24 steps an Remote Control Operator has to take to do the BP leakage test. A new simpler way was introduced, bulletin issued and workers trained but now it has come up again with other managers not happy with the new process. KIC

will get the terminal reps to meet with OC managers and mechanical engineering to again work through the new process and hopefully resolve the differences.

Concerns about empty flat deck wagons on the head of a train and ahead of 1600t of loaded wagons was raised. While the definition of lightly loaded wagons (12t and under) means there are no lightly loaded wagons in the system now, LE's believe that the definition needs to be looked at again, particularly since the introduction of DAS and increased coasting and throttled off operation.

Murray Marshall, now working for Transdev, presented a new initiative putting markers



on blacked out signals to assist LE's to identify these defective signals.

John Keenan, Central KIC LE Rep and Jason Fabish KIC Central Terminals Rep have been working on uniform and PPE options. Extensive research and a survey have been undertaken. John is going to do some further work on options and suppliers with the new Central Manager Anthony Mills.

Leon Bennett from RSAS updated KIC on the Asset Action Plan. This plan has all the locomotive and wagon issues that have been raised at past KIC meeting and progress on the issues. While progress on swapping out buffers to alliance couplers has not been completed, it was reported that there are less than 40 D14 boogie class wagons to be done and 250 T18 out of 4500 wagons.

All of the KIC charters were reviewed and updated. Minutes for this meeting will be distributed to the depots and put on Freight Wiki once agreed and finalised.

The next KIC meeting 20 - 21 November in Wellington.

BITS AND BOB'S

- Port of Tauranga had a growth in annual container throughput of +8.9% to 1.2 million TEU's and log volumes grew by +14.4% to 6.3 million tonnes.
- One of the world's largest dredges, the Fairway, has arrived in Lyttelton Port to commence the channel deepening project. The dredge will widen the



existing channel by 20 metres and extend it by 2.5km. The project is expected to take approx. 12 weeks. The dredge will operate 24/7 whilst here.

- The Warehouse Group has built a South Island distribution centre that is bigger than 6 rugby fields at Rolleston just south of Chch. It is 50000m2.
- The recently held NZ Port and Harbour Maritime Safety Code Forum promoted the adoption of a "Just Culture" approach in incident and accident investigations. The Port and Harbour Marine Safety Code is available at <https://www.maritimenz.govt.nz/commercial/documents/NZ-port-harbour-marine-safety-code.pdf>

- A daily log train service from Whanganui to Port Taranaki is being promoted by KiwiRail, Taranaki Regional Council, Forestry Owners and other stakeholders. This move is expected to ease the pressure on the regions roads and will result in increased ship visits to the port.