

THE ACTIVIST



Published Regularly - ISSN 1178-7392 (Print & Online) FINAL 2019

MERRY CHRISTMAS AND A HAPPY, JOYOUS AND SAFE 2020!

The end of 2019 is nigh and so it is important that we all remember that at this time of year there are Xmas Parties and other work functions. Whilst it is important that we all begin to relax and get into the Xmas Spirit and enjoy the company of workmates, colleagues etc it is essential that we don't let the good times become nightmares with unintended outcomes.

REMEMBER that as the year comes to an end it is essential that we are mindful of some of the issues that we all tend to face when it comes to work functions, social media and no alcohol or drugs in the workplace. When you are at a work function you remain connected to the workplace and so the policies of the employer apply.

Work functions are great times to relax and interact with colleagues but do not take the opportunity to tell your boss, supervisor or colleague just what it is you think of them!

In social media the line between our private lives and work can become blurred. The Union all too often has to represent members who are called to "meetings" to answer allegations of misconduct arising from social media posts. There is no such

thing as closed groups or confidentiality in social media. Do not put anything in a social media post that you would not pin on a noticeboard at work. All employers have social media policies and many contain provisions that state that any breaches may lead to disciplinary action which may include termination.

The same policy principle applies to Drugs and Alcohol. These policies exist to provide for your safety, your workmates safety and of course the safety of the public. As humans our bodies all operate and behave differently and so when it comes to processing alcohol there is no hard and fast rule of the time between the throttle and the bottle as it were. It is essential that you self-assess your fitness for work following a bit of a bash on the booze or the pipe etc. Remember also that D&A testing is post incident, reasonable cause and random and so you have no control over

whether you are subjected to a test let alone a police roadside check en-route to or from work.

Our best advice is that you don't take the risk and call in sick if you think you unfit for duty.

On behalf of the
Union's President,
National Management
Committee and Staff
we wish all members
and their families a
happy and joyous
Christmas. We also
wish you a healthy,
safe and prosperous
(the only outcome
with collective
bargaining) 2020.

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

Finally, if you are called into a meeting to discuss any of the above then do not go in alone – **ALWAYS TAKE IN A DELEGATE OR A WITNESS TO ANY MEETING WITH THE BOSS.** There is no such thing as a quick informal chat in our experience in these circumstances.

Be safe, be smart and above all else be proud to be RMTU!

UNION OFFICE CLOSURE

The Union's National and regional offices will close at 1700hrs on 20 December 2019. The Wellington Office (Chelsea Cardy) and the South Island regional office (John Kerr) reopen on 6 January 2020 @ 0830hrs.

The **Emergency** "on call" roster for Union Industrial matters for delegates during the closedown period is;

- Rudd Hughes 21 December 2019 to 25 December 2019 inclusive on 02742464961
- Todd Valster 26 to 31 December 2019 inclusive on 0272464941
- Wayne Butson 1 to 5 January 2020 inclusive on 0274454691

Chelsea Cardy returns from leave 6 January 2020, Debby Green returns from leave on 21 January 2020, Wayne Butson returns from leave 22 January 2020 , Karen Fletcher returns to work on 23 January 2020 and Todd Valster returns from leave 3 February 2020.

CULTURE OF FATIGUE

"People ask us to help develop a better roster. I say, don't work nights, it'll kill you". Matthew Thomas delivered this line at an NZISM Auckland Branch seminar.

RMTU AND MUNZ UNIFIED IN CONDEMNATION OF PORT CHALMERS MANAGEMENT.

All is not well at Port Chalmers. Readers will be aware that the RMTU and MUNZ

waged a successful campaign during collective bargaining this year but hopes that relations with management would improve have been dashed.

A joint union meeting on 9th December unanimously passed resolutions condemning the introduction of finger swipe technology without proper consultation and management's lack of respect for union representatives. A suggestion for the floor that the union's write directly to the board and the Regional Council (who own the port) was taken up and members have resolved to sign the letter.

In addition, the meeting condemned the import of blood phosphate and resolved to deliver a letter of protest to the captain of the Ravensdown vessel Federal Crimson which, at the time of writing, was due to call into Port Otago after Lyttelton.



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:

- 31 October- Hamilton
- 7 November- Christchurch
- 11 November- South Auckland
- 12 November- Wellington
- 21 November Auckland (Central)
- 3 December - Tauranga
- 9 December -Dunedin

KiwiRail and the Union are encouraging H&S Reps to sign-up to the fatigue course by getting in touch with your Learning and Development's Training Coordinator. Or you can contact worksafereps.co.nz

NAPIER PORT AND LYTTTELTON PORT BRANCHES PROTEST



AGAINST BLOOD PHOSPHATE IMPORTS.

In October the Council of Trade Unions (CTU), to which the RMTU is affiliated, passed a resolution condemning the illegal Moroccan occupation of Western Sahara and the plundering of its natural resources. This is an issue for New Zealand as we are one of the few countries that imports 'blood phosphate' from Western Sahara. The resolution called upon the New Zealand Government to take steps to stop this trade.

A ship chartered by Agri-Chemical company Ravensdown, with a cargo of phosphate, arrived in New Zealand waters at the beginning of December and our Napier and Lyttelton Port Branches sought to act on the CTU resolution. We received advice that as the cargo was arguably illegal, in that it had been stolen from the people of Western Sahara, and under international law dock workers could refuse to work the ship. This opened up the possibility of what would in effect be a political strike, which is outlawed in New Zealand.

Whilst reserving what we believe to be our right under international law to not work this vessel, our two branches sought a pragmatic and low key way of registering a protest and negotiated with Ravensdown, the shipping line and the port companies to deliver letters of protest to the captain as the ship arrived in each port. This was agreed and was a means of publicising the issue in non-confrontational manner. Should these imports continue the debate around our political right to strike will continue. As was observed by one of our senior officials, it was the political right to strike that played a key part in New Zealand becoming nuclear free when port workers refused to berth US nuclear warships. As such, this is a key pillar of our democracy, and one which needs to be restored in New Zealand law.

HAMILTON TO AUCKLAND SERVICE – H2A

There are two KiwiRail/RMTU working groups for the new H2A services. One is focusing on the 'train running capability' (TRC) of the passenger locomotives and carriages and the other is focused on network and local operations, maintenance, depots, stations etc and also includes the passenger locomotives and carriages.

There have been two meetings of the TRC workgroup and the second meeting for the second workgroup is in Hamilton 17 & 18

December 19. The safety improvements to the passenger locomotives and carriages for the H2A services will set the bar for other diesel hauled passenger services throughout NZ. The LE will have much better information in cab on any issues with the carriages. Plus the passenger emergency brake override, fire suppression engine shut down override, the status of the air con vents and the airbags.

The communications between the carriages and locomotive will be hard wired so not just relying on radios. As always one of the challenges will be to find some space in the cab for the additional hardware on the passenger locomotives.



NEW YEAR HEALTH AND SAFETY REP TRAINING COURSES

Wellington- 30/31 Jan /2020 Initial Stage 1 Health and Safety Rep Training WorksafeReps

Palmerston North- 11/12 Feb 2020 Initial Stage 1 Health and Safety Rep Training Caccia Birch House (Free Parking)

Hamilton- 11/12 Feb 2020 Initial Stage 1 Health and Safety Rep Training Wintec - Rotokauri Campus

Auckland Central Ponsonby- 5/6 March 2020 Initial Stage 1 Health and Safety Rep Training St Columba Centre (Free Parking)



Wellington- 5/6 March 2020 Initial Stage 1 Health and Safety Rep Training WorksafeReps

Christchurch 12/13 March 2020 Initial Stage 1 Health and Safety Rep Training Trade Union Centre

New Plymouth 24/25 March 2020 Initial Stage 1 Health and Safety Rep Training Auto Lodge Motor Inn

Dunedin 24/25 March 2020 Initial Stage 1 Health and Safety Rep Training Chisholm Park Golf (Free Parking)

Nelson 25/26 March 2020 Initial Stage 1 Health and Safety Rep Training Club Waimea

To register go to www.worksaferesps.co.nz

Phone 0800336966

For Kiwirail H&S reps, please contact KLE.Help@kiwirail.co.nz for training bookings and enquires.

PORT OF TAURANGA / RMTU COLLECTIVE AGREEMENT.

The Collective Employment Agreement expired 1 April 2019. After protracted and at times tense bargaining including a number of mediations and a successfully carried strike ballot, the parties have reached a proposed settlement.

The settlement comprises a wage increase of 2% yr1 and 3% yr 2 for a two year term. It will be backdated to 1/4/19, there is an improved coverage clause, a moving of cranes agreement, inclusion of the crane work order table in three CEA's, an extra increase in addition to the wage movement for Butters, improved call out provisions for electricians and fitters, resolution to the non-taxable allowances and improved provisions for crane drivers who relieve the crane supervisor.

Unfortunately, on the last day of negotiation two of the POTL negotiating team subjected the RMTU negotiating team to a stream of offensive rhetoric and then

they stormed out of the meeting. The RMTU delegates were appalled by such unprofessional behaviour and complaints have been laid with the POTL Chief Executive, and we await his response.

On Friday 6th December the members ratified the settlement and so the Union shall now sign the proposed Collective Agreement on behalf of members. Our sincere thanks to the negotiating team of Kelven Martin, Peter Blair, Moss Carlin, Simon Naylor, Mathew Lister, Jamie Neill, Lyn Golding, Neil Wharry and Gavin Hastings for their commitment and experience and for the fact they remained staunch and united in, at times, difficult circumstances. This was one of the most contested CEA renewals seen at the port for a number of years.

HILLSIDE REUNION

We had the first Hillside Reunion at Kensington Tui Bar in Dunedin on Friday December 6th. It was a great turn out. And the room was full of smiles, chatter and laughter. Some of the guys still get together for a morning cuppa, swim, or walk. But a lot of them hadn't seen each other in some time. Some of us ladies that use to work at Hillside still get together on a monthly to a 2 monthly basis, a few catch ups ago we decided it would be really good to have a reunion as we all missed the olde buggers we used to work with.

Rebecca Hauck, Sheree Kennelly, Shelley Reynolds, Glenys Cooper, Janelle Berland, and Bronwyn Chalmers organised the event and they have been asked by some of the boys....."When's the next one"?

MERRY CHRISTMAS!



BEREAVEMENT LEAVE FOR PARENTS OF STILLBIRTHS AND MISCARRIAGES

The first step in making things fairer, for those that have experienced a miscarriage or stillbirth, got closer with the passing of the first reading of Labour MP Ginny Anderson's Holidays Act (Bereavement Leave



for Miscarriage) Amendment Bill on Tuesday.

"The unexpected loss of a pregnancy is a traumatic experience. Anyone who has experienced, or been close to someone, who has been through a miscarriage or a stillbirth, knows what a hugely significant experience this is," CTU President Richard Wagstaff said.

"Ensuring that people have paid time off to start their recovery is a basic health need; emotionally as well as physically. Clarifying in law that three days leave can be used by both parents who have experienced a miscarriage or stillbirth is a welcome adjustment to our labour law," Wagstaff said.

C3 BARGAINING UPDATE

We have experienced a long and, at times, frustrating negotiation due to, what we see as, C3's lack of interest in negotiating a renewed CEA. The RMTU negotiating team comprising of Dallas Tamati, Jason Kuka, Nate Brown, Steve Simpson, Paul Hansen, John Carmine, Ratahi Ellis, Craig Wright, Greg Pearson, Dason Herniman and John Stok (Napier) are holding strong and fast to the Union members claims, in the lead up to the a decision to undertake a secret ballot for strike action. The result of the ballot was that an overwhelming 93% of RMTU members voted in favour of strike action. The Union issued 14 days notice of a 24 hour strike from midnight on the 18th of December.

Meanwhile the C3 advocate, who is the new NZ based CEO for C3 Gavin Hudson, met with the RMTU bargaining team on 11 December to introduce himself and explain his philosophy of treating everyone as equals. This is a far change from the previous approach of C3 management. We await developments and wish Kia Kaha to our C3 brothers and Sisters.



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!

PORT OF NAPIER BARGAINING UPDATE

The RMTU's formidable and highly experienced bargaining team for the renewal of the Port Of Napier main Collective Agreement is Dave Marden, Warren Nicholas, Clay O'Rourke, Kevin Thompson, Jared Parnell, Trevor Miles, Chris Vaughan and Ros Muir have recommended to members that it is time to conduct a strike ballot as they have been making little or no progress to date in bargaining.

The strike secret ballot commenced on 10 December 2019 at the end of a full stop work meeting of members at the port. The result will be announced by the Port Napier Branch returning officer on 17th of December.

The main barriers to settlement are the Union claim for a no contracting out clause, the provision of free shares for RMTU members who have worked hard in all condition's and unsociable hours, rather than the interest free loan that has been offered by PONL for the purchase of shares.

We thank the negotiating team for their staunch work to date on behalf of members and urge members to back their team and provide them with the mandate to take action to obtain the win!

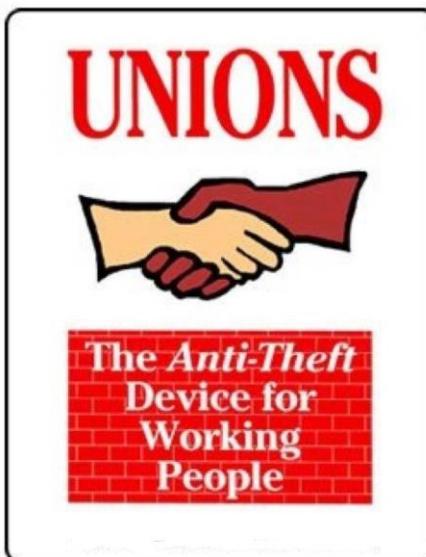
KR RDO DEFINITION AGREED

A longstanding irritant for members is a day on a master roster which has either a finishing or commencing time shown on it and being labelled an RDO (Rostered day Off). This matter has been sitting in the KIC for sometime and was referred to the joint RMTU-KiwiRail Admin Council for determination. The Admin Council was set up to have oversight and governance of issues that came out of the 2018 wageround.

The Council has agreed the following;

"A Rostered Day Off (RDO) is a whole day (00:01 - 23:59) when a worker is not commencing or ending a shift." It is also agreed, in conjunction with this, that there is no contractual or other MECA requirement for rosters to have 4 RDO shown per fortnight. The contractual framework in the MECA is for "at or about 80 hours and 10 working shifts".

The agreed definition will be added to the MECA in the 2020 wageround and will meanwhile be dealt with by an exchange of letters between the parties.



LYTTELTON PORT LOGISTICS OFFICER BARGAINING COMMENCES

The RMTU has initiated bargaining for our Logistics Officers members at LPC. In the past these negotiations have not gone smoothly, either being excessively prolonged or resulting in industrial action. Given the improvement in relations with LPC management of late, particularly with the departure of the outgoing CEO and Container Terminal Manager we are hopeful the talks will be more amicable.

The successful negotiations for an inland ports collective agreement, in which the parties adopted an interest based approach, instead of adopting adversarial positions, gives us cause for optimism.

CONTRACTING OUT DISPUTE

The Union is currently in deep dialogue with KiwiRail in an attempt to resolve a contracting out dispute at Mt Maunganui and Murupara where contractors are stripping the logs on KiwiRail trains which, in our view, may be a breach of the contracting out clause in the KiwiRail-RMTU Collective Agreement. We hope to have this issue resolved early in the new year.

DUNEDIN RAILWAYS IN STRIFE WITH LOCAL COMMUNITY

Dunedin Railways is coping a fair amount of flak after announcing it would no longer be running services out to Middlemarch, terminating in Pukerangi instead. Dunedin City Council, which has a majority shareholding in the railway through Dunedin City Holdings Ltd stepping in and told management it had to consult with the local community, something that was conspicuously absent in the decision making process.

The local community board also contacted the RMTU and Dunedin Railways delegate



Julian Evans and Otago Rail Branch Secretary Dave Kearns have been invited to meet with board members to discuss the matter.

Management have said they will now reconsider and take the views of the local community into account.

BOP PORT MEMBERS RESPOND TO TOILET DAY

In support of Happy World Toilet Day 19 November 2019, the Union negotiating team for C3 have claimed the following clause to be added into their Collective Agreement;

'That all toilet facilities will be audited by the parties twice yearly to ensure that they are fit for purpose. If they are deemed unfit for purpose the RMTU members may refuse to use them until they are deemed fit for purpose by the RMTU members'

C3 are currently considering our claim. As a result of discussions around the above claim the BOP Port Branch executive will petition the Port of Tauranga to improve their facilities such as the Sulphur Point Straddle Hut, the 20 Shed toilets, the On board stevedores and Log Marshalling facilities, which are not fit for purpose.

What are other branches doing we ask!

THE NETWORKS INDUSTRIAL COUNCIL OR KNIC NOVEMBER MEETING UPDATE.

We have a largely new KNIC in terms of RMTU representation and the RMTU would like to thank outgoing KNIC Reps Jerry Hohepa, Lou Watene and Kevin Gubb for their work on behalf of members and to welcome William Sorenson, Whitu Kelleher, Boaz Lovelock, Joe Gibson and Steve Allen. Ian Walker and Craig McSkimming remain on the KNIC, and Gareth Bachop was co-opted earlier this year and then elected in the recent nomination and ballot process so as well as John Kerr RMTU Organiser

responsible for the Council these are the only people on the current KNIC who were on the last one.

It was a busy meeting and we'd like members to note the following:

1. MECA Projects: two of these were originally raised by the RMTU – Pay Progression and Staffing Levels. These are progressing and we are on track to complete the pay progression review by the time we will be initiating bargaining for renewal of the MECA next year. Many anomalies will hopefully be worked through as we do this, including but not limited to relativities between Gangers and Senior Track Workers/Structures Maintainers. On Staffing Levels, we need to gather information regarding what we i.e. the RMTU think are minimum safe staffing levels to ensure business continuity both in the short term (i.e. to allow for planned and unplanned absences) and the medium and long term (i.e. with forthcoming retirements etc). The Flexi-

Work Project is underway and Joe Gibson will be assisting John Kerr with that.

2. OJT Training Allowance: KiwiRail were adamant they had no plans to put Network Services members on the same regime as other parts of the business. It's your reps' view that if we're to shift management's stance on this it will take organisation on the ground and a willingness on the part of members to fight if necessary. Expect to hear more about this next year as we get ready for the MECA talks – grassroots organising involving all members is our best chance of securing a win in this area. Please be ready to do your bit.
3. Building Capacity: The in-sourcing of Protection has been a very positive story. We are pushing KiwiRail hard to in-source more welding work and digger operators. Again, expect to hear more about this – we will be calling on the wider membership for support.



4. On call: this is another longstanding issue that is becoming more deeply and widely felt. Once again, expect to hear more and please be ready to encourage members to support you and your reps to progress this issue.

If you or your members have any questions please contact your Industrial Council Rep or John Kerr:

Infrastructure, Bridges & Structures: Joe Gibson

Machine Group and Plant Fitters: Steve Allen

Gangers-Inspectors: Gareth Bachop

Train Control/Signals Boxes: Craig McSkimming

Track Auckland Metro: William Sorenson

Track Wellington Metro: Whitu Keleher

Track non Metro North and South Island: Boaz Lovelok

Signals, Comms and Traction: Ian Walker

CHANGES PLANNED FOR WORKER EXPOSURE LIMITS TO NITROGEN DIOXIDE

WorkSafe NZ want exposure levels for Nitrogen Dioxide (NO₂) and other hazardous substances to be reduced over the next three years. Currently the exposure standard for NO₂ is 3 parts per million (ppm) over an 8 hour exposure period. WorkSafe will be consulting with industry to reduce the exposure level to 1ppm. NO₂ is a highly toxic by-product of diesel combustion and is one of the critical hazards for workers operating in rail tunnels. The change to the exposure standard will have significant implications for rail particularly the operation of diesel hauled locos in tunnels.



NEXT STEPS FOR UPPER NORTH ISLAND LOGISTICS

In light of Cabinet's position that freight operations on prime land in downtown Auckland are no longer viable, the Government will now embark on a short work programme to enable decision-making in the first half of next year, Associate Transport Minister Shane Jones says.

Minister Jones is today releasing the final report by the Upper North Island Supply Chain Strategy working group.

"Firstly, on behalf of the Government, I'd like to thank the working group, particularly its chairman Wayne Brown, for delivering on a Coalition Agreement commitment to investigate moving Auckland's Port to Whangarei," Shane Jones said.

"I'm pleased my Cabinet colleagues have recognised the merit of this report and have agreed move forward with this work."

"To maintain momentum on this work, Ministers have instructed the Ministry of Transport to undertake further work on funding and financing options, governance and commercial considerations, land use planning, legislative and regulatory considerations as well as some additional transport and logistics analysis."

"I expect this analysis to consider environmental effects, including on New Zealand's overall greenhouse gas emissions, and consideration of Government infrastructure investments in roads and rail, for example, building a rail spur to Marsden Point."

"Ministers have also requested that officials work with the newly-established Infrastructure Commission to ensure we're taking a holistic view of our logistics network and the major infrastructure needs of New Zealand."

"Shifting Auckland's Port will be a huge undertaking and, if done right, will have benefits for all of New Zealand, not just

Auckland and Northland. Nobody is keen on spending too much longer developing lengthy reports but this is a once-in-a-generation project and widespread buy-in is important, as is the need to make the best decisions for the long-term prosperity of our supply chain.

"The Working Group considered eight scenarios to determine the most efficient arrangement for the upper North Island ports. Their preferred option is the managed closure of the Port of Auckland's freight operations, the development of Northport and the continued development of the Port of Tauranga.

"It remains my view that Northport is the most sensible relocation option but I accept this is a whole-of-government decision and the report has given us a range of economic, social and environmental factors to consider. I look forward to reporting back to Cabinet in May 2020," Shane Jones said.

The final report, proactively released Cabinet paper and advice from Treasury and Transport can all be found [here](#).

SUCCESSFUL JOINT RAIL AND PORT BRANCH MEETING IN CANTERBURY

The Canterbury Rail and Lyttelton Port Branches of the RMTU held a successful joint meeting on Wednesday 11 December to celebrate our successes over the last year. This meeting has become something of an annual tradition and is always well attended.

We recognised the work of all our delegates, officials and active members and the tremendous contribution they make to our union. Six people were identified by the Branches for their tireless efforts on behalf of members.

These were:

- From Canterbury Rail Locomotive Engineer Neil Davies for his work as health and safety representative; Scenic Journeys train delegate Annette Telfer for her advocacy and representation of members; and Middleton Mechanical health and

safety representative Rod O'Connor for his ceaseless efforts on behalf of our people in RSAS.

- The Port Branch chose to recognise three members from the inland ports for the outstanding job they did in organising and securing an Inland Ports Collective Agreement with LPC. These were Dan Johnston for Midland Port; and Brad Roberts and Russell Ringdahl from City Depot in Woolston.

The meeting also heard from Josie Butler who is active in the campaign against the import of blood phosphate from Western Sahara and who organised a 'peace flotilla' protest when the Ravensdown chartered ship Federal Crimson sailed into Lyttelton. Our Lyttelton Branch delivered a letter of protest to the captain (see separate article).

KIWI RAIL SOUTH ISLAND RESTRUCTURE AFFECTS MEMBERS BEFORE CHRISTMAS

KiwiRail has embarked upon a restructure that largely affects IEA staff right on the cusp of the summer Christmas break, with decisions about who will keep their jobs not to be confirmed until after the holidays. Some of our MECA covered members, who work in administration, are also affected.

The details of this restructure have been the subject of rumours for months and this in itself has proved corrosive and demoralising.

Our officials are working with affected members to try and limit the negative impact of this exercise. It seems something of a malign tradition in the Kiwi workplace to embark on this sort of re-organisation at this time of year and we question the point of doing so.

REJUVENATING THE NORTH AUCKLAND LINE

KiwiRail has begun a survey of the rail corridor for upgrades and is keen to obtain local contractors to do the work. Survey teams have begun gathering the information relating to ground, track, bridge and tunnel condition. The line is underutilized currently



as successive Governments have permitted the line to degrade in a managed decline. This work was made possible by a \$94.8m grant from the Provincial Growth Fund.

PAID UNION DELEGATE TIME

Changes to the Employment Relations Act mean Union delegates are now entitled to paid time to undertake Union activities. Below is some standard Q and A's on the topic;

Q. How many delegates can we have?

A. The legislation does not prescribe how many delegates there can be. Democracy usually handles this one.

Q. Does only one person get time?

A. Not necessarily. It is time for designated representatives of the branch. How the time is allocated

Q. Are there special Union Delegate Provisions for RMTU

A. Some CEA's provide for additional paid time and leave for Union delegates and also the provision of computers, printers, access to photocopiers and email.

ITF OTCI SUSS SURVEY

As an International Transport Workers Federation (ITF) affiliate, RMTU members are invited to participate in a survey - "Employment and Workforce skills in the Transport and transport related sectors of the Asia Pacific Economies". Transport workers in 10 Asian / Pacific economies are participating in this survey. Through this survey, the research team would have a

better understanding of gaps in skills and training support; the adoption and application of technology; and identify challenges and best practices. RMTU members participation in the online survey would greatly enhance the quality of this study, especially on its relevance to our country and sectors. Completed surveys are confined to the research team and all information given treated with the strictest confidence. The survey is available in hard copy (e-mail tvalster@rmtunion.org.nz) but the easiest way to completed the survey is online - http://bit.ly/surveye_wsnz

This survey needs to be completed by the end of 2019.



and helping to reduce fatigue in the workplace.

**Please take care
of each other
and above all
else - Have a
Merry, Safe and
Joyous Festive
Season!**

See you in 2020