

THE ACTIVIST



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A SINCERE THANKS

I would like to publically thank the large number of RMTU members from across NZ who have been offering support and phoning to just check on us as family since my wife has been diagnosed with inflammatory breast cancer. I do not want to name people for fear of leaving a name off.

During this difficult time it is very encouraging to know that my union comrades have my back. Meals have been provided, offers to shop for us, offers of help with looking after our children the list goes on and it makes us proud to be part of the RMTU family. Solidarity is alive and well. Thank you!

Stuart Johnstone Northern Region Organiser

MAIN NORTH LINE CHRISTCHURCH TO PICTON REOPENS FOR FREIGHT

RMTU members can be proud of the contribution they have made to the biggest infrastructure project in New Zealand since the 1970s with the restoration of a rail link between Christchurch and Picton after last November's disastrous earthquake cut both road and rail connections between the two towns.

Operations delegates in both Picton and Christchurch have been working on re-commissioning the line for freight traffic and this Friday 20th September will see the first service run up the main north line. This has been an enormous effort by RMTU reps and delegates to ensure the risks are

mitigated and the line is as safe as it can possibly be.

Whilst our Locomotive Engineer brothers and sisters have been working hard on this we must also recognise the work done by the track gangs – often they are the unsung heroes of the railway. Here's what Ganger Phil Jones had to say at the ceremony when the line was re-established last month:

"Hi, I'm Paul Jones Ganger of Kaikoura. I have been with rail for over 40 years. I have been in Kaikoura for 10 years. It's an honour to stand up here on this special memorable occasion that will go down in history, the re-

opening of the Main North Line. I would like to thank everyone for turning up - my gang, Kaikoura, Mina and everyone else from KiwiRail, and contractors that helped out and also NCTIR for getting things ready for us with the formation etc

Just after the earthquake, I went for a ride in a helicopter and saw first hand the devastation of my length - from no star faults to being completely destroyed. It was upsetting for me and my gang.

All our hardwork gone. It's good to see the huge effort over nine months or so has restored the line and trains are up and running!"

Well done Jonesy, his gang and the LE delegates – the RMTU is so proud of you all!

PORT OF TIMARU BARGAINING SETTLED

The RMTU and Prime Port Ltd has agreed terms of settlement that will be voted on by our membership at a ratification meeting on 18th September.



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

The terms achieve our flagship claim of securing real wage growth during the currency of the collective agreement and do not result in the loss of any terms and conditions.

We will provide more detail of the settlement after the ratification vote has been held but suffice to say the bargaining team will be recommending it to the membership.

Thank you to delegates Roy Hislop and Murray Cadigan for your hard work in representing our members.

IN GOOD FAITH

Recent events at Transdev Auckland (TDA) have made us question what Good Faith really means in 2017, and reinforce why our Rail and Maritime Transport Union (RMTU) fights so hard for our rights and conditions.

Auckland Transport (AT) decided they were taking all the train ticketing 'in house'. This meant that the Customer Service Officers (CSO's) employed by Transdev would no longer be needed. Transdev apparently agreed to this in December 2016 but did not notify the RMTU until early June, some six months later. By which time the die appeared cast for our CSO's, who were told they could be redeployed within TDA (but there were no jobs), could apply for the 'same' job with AT (on what we felt were inferior terms and conditions), or would be made redundant.

In our view what occurred was to get around our Collective Agreement.

NOT FAIR TRANSDEV AUCKLAND AND AUCKLAND TRANSPORT AND NOT OUR VIEW OF THE MEANING OF GOOD FAITH.

NATIONAL PARTY NEEDS TO COMMIT TO MAINTAINING WORKING KIWIS LEAVE ENTITLEMENTS

Working people are concerned that the National Party will change the 2003 Holidays Act if returned to Government stripping hard working Kiwis of basic leave entitlements.

"Clearly the National Party is colluding with some employers to represent a situation whereby the current legislation is too difficult for employers to implement. These concerns centre around entitlements to bereavement leave, annual leave, public holidays, and sick leave," CTU President Richard Wagstaff said.

"We call on the National Party to clearly state that if they lead the next Government they will not reduce leave entitlements. Working people need to know National isn't planning to cut their paid holidays, paid public

holidays, paid sick leave and pay while on bereavement leave."

"National need clarify their intentions in relation to the Holidays Act and rule out any cuts to these entitlements."

"We would agree that more needs to be done to assist and support employers to meet their legal obligations. Employers clearly need greater levels of support, guidance and engagement and we see MBIE [the Ministry of Business, Innovation and Employment] as having a significant role to play in ensuring employers adhere to the law," said Wagstaff.

VOTE!



KIWI RAIL/RMTU FREIGHT OPERATIONS INDUSTRIAL COUNCIL (KIC) UPDATE

The last KIC meeting was held in Napier, 21 & 22 August. This meeting was held in Napier so the team could see and hear about the Range of Vision/Line of Sight trial and project that is currently be worked on by the KIC Terminals/CT reps and local HSAT team members.

The format of the KIC minutes has changed with issues being grouped together and added to individual charters. This should make reviewing the minutes and progress easier. These minutes are being finalised and will be out shortly.

We also said farewell and thank you to Les Perrin for all the work he has done on KIC and other projects as the Central LE Rep. Rick Barnes, Central Terminals Rep, has also left KIC and KiwiRail so we didn't have an opportunity to say goodbye. Thanks Rick for your leadership as a Rep and all the best in the future. This was also the last meeting for a while for Antoon Whiu. Antoon has done a great job of being the National CT Rep. Welcome on-board to John Keenan (Central LE Rep), Iain Hutchinson (CT Rep) and Siasoi Tauvae (Central Terminals Rep). The next meeting is planned for mid-November. For this meeting, we are planning to have overlaps with some of the other Industrial Councils – Networks and Mechanical.

TRANSDEV AUCKLAND BARGAINING SET DOWN FOR 26TH SEPTEMBER

Our members working for Transdev also voted for a full bargaining round after an abortive attempt at negotiating a so-called "dates and rates" rollover.

We are busy finalising claims and are seeking endorsement of these in a series of

meetings around the depots over the next week or so.

Make no mistake, this will be a challenging bargaining round. Our members' lack of trust of management over the Driver Only Operation (DOO) debacle has become general and will make talks difficult. Trust is a very slow growing plant and it's going to take a lot of hard work to restore it.

STRIKE VOTE - THR

A strike vote is underway in Wellington which will affect Transdev Wellington and Hyundai Rotem Company services and operations.

The employers are attacking members terms and conditions of employment. We have maintained our penalty rates all through the dark days of the Employment Contracts Act in the 1990's and now in 2017 these foreign multi national's seek to take our conditions off us. Hell No – we say!



NZTA WITHDRAWS TRANSDEV SAFETY CASE VARIATION APPROVAL

A few weeks ago RMTU members and our supporters were protesting outside Transdev HQ at the Unions reps exclusion from full participation in the NZTA Safety Audit.

We got plenty of interest from the media and general public. At the same time we were writing to NZTA seeking to be consulted about the application for a variation to Transdev's safety case around Driver Only Operation or Driver Door Operation (DDO)

NZTA came back and said they don't need to consult with us but Transdev does. They went on to say:

"the Transport Agency has withdrawn the safety case variation approval letter to TDAK of 14 August 2017 as there is no specific requirement for it at this stage in the process. In its place we have sent a letter of acknowledgement to TDAK regarding the

approach that they have set out to us for managing the project that includes DDO, as TDAK is still at a developmental stage of that project.

Part of TDAK's approach to this matter includes consultation with the RMTU. In our letter to them, the Transport Agency has reminded them of those consultation obligations."

LYTTELTON PORT BARGAINING CONTINUES

The RMTU and LPC have spent eight days in negotiations, although to be fair these haven't been full days. As foreshadowed in the Transport Worker management have a couple of flagship claims around hours of work, both in the container terminal and the workshop.

Our claims are limited but, if successful, could make a significant difference to our members' working lives. A "no contracting out" claim aims at providing security whilst a claim requiring the parties to commit to zero harm as an overriding priority would go some way to improving safety if agreed.

There are claims aimed at achieving wage growth as well. Our members are fully aware of what settlements have been achieved elsewhere and we know that drives expectations. We also know that our Lyttelton members are under no illusions that they may have to fight to achieve their aims.

Whatever happens next, it will be interesting.

NEXIS

This is the KiwiRail procurement project. A team of reps and KiwiRail managers are currently visiting factories and rail companies internationally to see what is on offer for new locomotives for the South Island and what is being termed Diesel

Super Shunt to replace DC and DSC locomotives. The RMTU is being represented by Steve Stringer (LE Delegate Middleton), John Evans (Mechanical Engineer Westfield, MIC Rep) and Marty Duncan (RCO Dunedin, KIC Rep).

KIWI RAIL HEALTH AND SAFETY TRAINING – STAGE 2.

KiwiRail Health and Safety Reps are invited to register yourselves for Stage 2 Health and Safety Rep training. During the course Reps will investigate incidents and manage risks using rail specific case studies.

The courses are facilitated by Worksafe Reps at the following dates and locations. If you're a KRG Health and Safety Rep, register now, using the following link.

Register click on this link : [Kiwirail - Stage 2 - Managing Risks -](https://tinyurl.com/y7ffquyh)

Health & Safety Rep Training Or type this URL into the browser <https://tinyurl.com/y7ffquyh>

THE ROM S3 REVIEW 2017 – JOINT PROJECT COMMUNICATION #3

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, Alastair Cumming and Paul Monzari
- RMTU - Mike Williams, Mike Fleck, Jed O'Donoghue, Tim Kerwin, John Keenan and Todd Valster

The ROM S3 Review team met on the 8th and 9th of September in Wellington. The focus of the meeting was to review the



following parked items from the earlier meeting:

- 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)

The RMTU also reps confirmed the questions for the LE survey covering preferred communication to and from the roster centre and contact outside of standby and / or shift hours. The results will be made available at the next meeting. Any LE that has not received the survey via e-mail can contact Todd at tvalster@rmtunion.org.nz or 027 4454691. To date over half of the LE's that were emailed this survey have completed it.

Outcomes from the meeting are:

- 'At Risk' Matrix (roster construction and day of operations) - joint review to establish effect on small/medium depot rosters,
- 'A' level At Risk shifts - agreed priority when constructing rosters,
- Backward rotation - KR to review/assess for next meeting,
- Home rostered time - already covered in ROM (to be included in definitions),
- Fatigue Risk Management work - to be referenced in the updated ROM,
- Hours of work extension - KR to draft framework for consultation,
- Public holidays (shift cancelled or opting out) - KR to review payment approaches for shifts straddling midnight. RMTU agreed to 14 days' notice to be given prior to the fortnight commencing to opt out,
- Relief links and RDO's - no change,
- Night shift standbys - RMTU to develop options.

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

AUCKLAND TRANSDEV MEMBERS UNITED IN OPPOSITION TO DRIVER ONLY OPERATION

RMTU members employed Auckland Transdev have unanimously endorsed resolutions that mean they are part of an international fight being waged by rail unions against Driver Only Operation (DOO).

Together with rail unions overseas, and in particular our comrade union the RMT in Britain, the RMTU is opposed to DOO on grounds of public safety.

Members held a mass meeting on 29th August and voted on a series of motions that underlined this opposition. We will now be taking the struggle into the public and political arena. The campaign will involve a concerted industrial and political defence of public safety and will reach out to the travelling public and the wider community.

The September issue of the Transport Worker has a multiple page spread on the issue and we are setting up a website through the CTU. Members will be lobbying local and national politicians and we are crafting an industrial strategy to maximise our ability to state our case to the public.

Make no mistake, this is literally a matter of life and death, and a fight that rail unions must win. The issues is clear - are the public to be safe or will profit come before people?

HPHE ENGAGEMENT IN KR NETWORK SERVICES – THE PEOPLE PROJECT

Ian Walker is an RMTU delegate based in Christchurch and is the joint head of an HPHE People Development project, a Communications Technician and Industrial Council member. The other "co-lead" of the project is Kevin Morgan, KiwiRail Human Resources manager.

Fellow RMTU members on the project are Brad Claridge North Island track Industrial council member, Murry George South Island Signals, and Gareth Bachop South Island Track. This is gives track staff a North Island



and South Island perspective as things are done slightly different between Islands. We also have a good representation of the specialities within our network services operation: a communication technician; a signals technician; and a couple of track workers. Management have a similarly good spread of representation.

The project is looking at recruitment and career progression within KiwiRail. The group has met twice and has identified some objectives that we hope our members will agree are important for the future of rail and our union.

The first one is recruiting and developing young people in KiwiRail. Many of our older members are aware that we need to bring young people into KiwiRail and train them if rail is to have a viable future. We believe rail should be able offer a career to a diverse range of people that will provide opportunity for growth and development. That means both young and mature men and women of all ethnicities and cultural backgrounds.

Our older members tell us they especially want to see young people coming into KiwiRail who we can teach the hard earned skills and experience they have gained. There is something very rewarding about educating the workforce of the future, knowing that the job will be in good hands when we move on.

So far the team has looked at the age and spread of skills amongst KiwiRail staff – this gives a picture of where and when people are now and what may be needed to develop them in order to keep the KiwiRail business moving.

Another objective is we develop a structure so that when people come into KiwiRail

training and education is set out before them. For example, those in their first year in KiwiRail know what training courses are planned and what they have to achieve to progress.

To achieve this would be a huge step to keeping the future of rail and the RMTU vibrant and alive. How often have you sat in the tea room and heard conversations about who and how will we replace experienced staff when they retire?

To keep you up to date we we're planning on having report back meetings our members. If you see one of the members of the RMTU mentioned above don't hesitate to ask for more information as they would be pleased to keep you informed of what is happening.

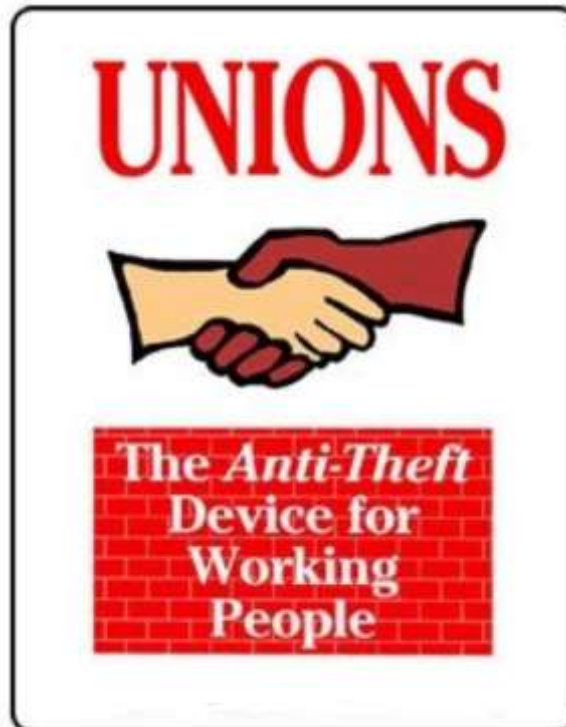
MECHANICAL INDUSTRIAL COUNCIL (MIC)

The MIC met in Christchurch 30 and 31 August. This coincided with the opening of the

brand spanking new locomotive wash bay on the first day. The MCC team also undertook a safety audit of the other KiwiRail mechanical facilities in Christchurch. The audits were then discussed within the council.

Other MCC agenda items included –

- STAR booklets – stop, think, act and review. The booklets were presented as a draft for feedback and will hopefully be finalised by the next meeting.
- A presentation on Safety Critical Sign off
- Business Performance updates and changes
- H&S trends – reviewing the top ten risks
- Zero Harm, H&S Targets



- 2017 HPHE Workplan – Hutt Workshops, Service Standardisation Project, Workforce plan, Facilities Strategy and other projects Rule 126, Hotworks.

The next MCC meeting is in November.

SPEEDING IN KIWIRAIL– ONE MEMBER’S EXPERIENCE

KiwiRail seem to be having a bit of a crackdown on speeding in company vehicles if the number of calls we’ve been getting to National Office and paid staff is anything to go by. This is especially true in Network services. Here’s one member’s story:

Liam Gorman is one of our track members based in Timaru. He called our South Island Organiser, John Kerr, when he received a letter from his manager highlighting alleged speeding. John advised Liam to ask for the details of what had supposedly occurred and the result was interesting. Liam takes up the story:

“I usually set my cruise control to 110km because there seems to be a mind-set that the speed tolerance is 104km/h (bar Public Holidays) and the odometer is around 6km/h out on the particular make of vehicle I am driving, After my Line Manager investigated a bit deeper into what happened I was already doing 107km/h and when I accelerated to overtake someone in the passing lane I was driving at 121 km/h according to the G.P.S system. When the incident flagged up it took in the entire time of over speeding but at the higher reading hence 4 ½ mins at 121km/h.

I am satisfied with this and between my Line Manager and me we have agreed that I must modify the way I drive.

I hope this helps for people who fall into the same trap, there should be no reason to speed around to get the work done and while it does feel a bit restrictive I would rather that than take someone’s life because of my impatience.”

The lesson here is that you should always ask for details of the alleged speeding –

you may find out more than you bargained for.

Speeding: Another Member’s Experience

Some members working for KiwiRail have vehicles and access to them for private use. There is a “private use” lockout button that means they cannot be tracked by management during the weekend for example, when the member’s partner may be using the vehicle. At least in theory!

We have one member who is refusing to sign a disciplinary letter regarding an over speed when it was his wife driving in private time.

Again, the lesson is – ask questions!

Speeding: Other Issues

Other members are sending us copies of a check sheet they are “constantly” asked to fill out. Their question is If these GPS systems are so great why are we having to update the information they should have, and when were the receivers in our vehicles calibrated/checked?

We’ve also had communication from members alleging that the tolerance for the trucks is 10km less than other vehicles “to produce a record”.

All of the above adds up to something, and that something looks like our old friend inconsistency. Inconsistent application of policy is guaranteed to wind members up so it’s something we’ll be raising through our Industrial Council

NOMINATION RESULT FOR RECALLED KIWIRAIL I&A INDUSTRIAL COUNCIL POSITIONS

Infrastructure Bridges & Structures

– Lou Watene. Congratulations Lou

Operations Scale 1 – remains vacant and the Union will look at co-opting if necessary.

Infrastructure Sigs, Comms, Traction – Ian Walker. Congratulations Ian.



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!**

HPHE IN KIWIRAIL NETWORK SERVICES – WORKING WHEN TRAINS ARE NOT THERE PROJECT

Jerry Hohepa, Micheal Graham and Lou Watene are the RMTU Industrial Council representatives working on this project. The history is that some time ago the Industrial Council did some work on what was known as "Green Time" i.e. obtaining access to work on the track for long enough to boost productivity.

It's pretty straightforward – if gangs can get access for four hours plus the work they can do compared to the time it takes to set up and take down in preparation increases proportionally.

Unfortunately life isn't that simple – different parts of KiwiRail view the concept differently. Operations for example, tend to see such time as an opportunity to put on another train and Sales see it as an opportunity to offer the customers another service.

Getting everyone together and breaking down KiwiRail's notorious silos has probably been the biggest contribution this project has made so far. Of course, to the RMTU that's no surprise – we're the one organisation that has a presence across the rail network with members in every part of KiwiRail and the other operators that use the railway.

Still, a promising start to a worthwhile project that could boost productivity without an attack on wages or conditions. Who would have thought it?

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



NEW ITF SINGAPORE OFFICE TO AID UNION MEMBERSHIP GROWTH IN ASIA PACIFIC

The new office of the International Transport Workers' Federation (ITF) officially opened Wednesday 6 September. The ITF already has nine offices worldwide including three existing in the Asia Pacific region in Delhi, Tokyo and Sydney.

ITF president Paddy Crumlin who is based in Sydney said: "As a trade union organisation we've identified Asia Pacific as a major area of growth. We want to see more unions in the region affiliating to the ITF family. We'll be working in countries where we believe we can help build stronger unions and make solid improvements to labour standards. The location and stability of Singapore make it the ideal hub for this work and we know the new office is going to play a vital role in coordinating and managing our activities across Asia Pacific together with the other ITF centers of organising excellence in the region." Three members of staff will be based in the Singapore office

AGM'S BRANCHES

The Waikato branch is preparing for the branch's AGM which is set down for Friday the 22nd at 1100am, in the Depot lunch room.

The BOP Rail branch will be holding their AGM on Thursday 21st at 1000 am in the RMTU union rooms.

The BOP Port branch will be holding their AGM on Thursday 21st at 1500 at the Fish and Dive Club, at Sulphur Point.

BITS AND BOB'S

- Port Nelson CA - After 6 days of negotiations, talks have reached the stage that the Terms of Settlement and an updated CEA are currently being drafted in preparation for the members' ratification meeting in the near future. The settlement details have not been put out to members but will be as soon as the drafts go to finals.
- Port of Napier - We have commenced negotiations for the RMTU / PONL collective agreement today and the negotiations are set down for three days.
- C3 Crane Drivers - There has been quite an upheaval for the C3 crane drivers, with the casual crane drivers being made up to become permanent crane drivers. This has caused tension within the group regarding allocation of hours which we are working thru with C3.

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

SAFETY FIRST!

