

THE ACTIVIST



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RELIEF GENERAL SECRETARY

Members are advised that Todd Valster will be acting General Secretary from 13 to 20 October 2018 as Wayne Butson will be attending the ITF Congress in Singapore together with National President Aubrey Wilkinson and National Women's NMC Rep Ruth Blakeley.

CALL FOR CASUAL VACANCY NOMINATIONS – NATIONAL MANAGEMENT COMMITTEE (NMC) – REMAINDER OF 2017/2019 TERM OF OFFICE.

As a result of the unexpected retirement of the current incumbent, Michael Williams, from his position as a Locomotive Engineer with KiwiRail "the Union" calls for nominations from current financial members for the following position on the Unions National Management Committee.

☛ **South Island Rail Representative** (A financial member of the Marlborough, Christchurch, Timaru, Otago and Southland Rail Branches).

The period of office is the remainder of the 2017/2019 electoral term for the NMC. Nominations shall be in writing on the official NMC Nomination form and contain the signed consent of the candidate, and be proposed and seconded by financial members (Rule 1) of the Union from the correct branch and industry designation. Nomination Forms are available on the RMTU Website

<http://www.rmtunion.org.nz/articles/article-hot-topics.php> or from the RMTU National Office by calling 04-499-2066 or admin@rmtunion.org.nz or your local Branch Secretary.

Correctly completed nomination forms must be received by the duly appointed National Returning Officer at the National Office of the Rail & Maritime Transport Union, PO Box 1103 Wellington 6140 **no later than 1700 hrs on Monday 12 November 2018.**

The term of office is the remaining period of the 2017 - 2019 years (Rule 24.2) and the duties are as contained in Rule 18 of the Union's Rules and Standing Orders.

For the information of members – KiwiRail employed NMC members are normally appointed to an applicable KiwiRail Industrial Council upon election to NMC however this may not be assured depending on the employment rail occupational sector that the successful candidate is from.



*Howard Phillips
National Returning Officer*

AGREED PROTOCOL FOR D&A TESTING WHEN KIWIRAIL IS THE CONTRACTOR.

Large projects that include work being required on the KiwiRail network have been awarded to other companies, like Fletchers. Fletchers are then the primary company and KiwiRail a contractor to the primary company. The Peka Peka to Otaki Expressway project (PP20) is a current recent example. For KiwiRail to be a contractor, it is required to comply with the

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

primary company, Fletchers, Drug and Alcohol testing policy and standard.

KiwiRail consulted on this issue and it was discussed in the KiwiRail / RMTU Networks Industrial Council.

In May this year an agreed protocol was developed and signed off by the RMTU and KiwiRail. The signed version of this protocol can be found on the RMTU website -

<http://www.rmtunion.org.nz/publications/documents/SignedRMTUKRDAProtocolwhenKRiscontractedparty.pdf>

For the PP20 project, up to 30 KiwiRail RMTU members will be covered by this protocol. A meeting in the Palmerston North Networks depot was held last week with these members. At the meeting the protocol was explained and the Fletchers D&A testing policy and standard were made available.

Every time this protocol is used, members need to opportunity to have the protocol explained and be made aware of the primary companies requirements.

DELEGATE TRAINING PLANNED FOR NELSON IN NOVEMBER

Our well organised and enthusiastic Nelson Port Branch has played a big part in organising an RMTU training seminar coming up on 8th November to which members from Nelson and Picton should be getting their invitations by the time you read this.

Once again this is an opportunity for members to learn the basics about organising and to share information and ideas with one another. If you have people who are interested in RMTU training and education in your branch speak with your organiser and/or National Office.

THE START CAMPAIGN

The Straight To Airport Rapid Transport (START) campaign kicked off at the Mt Eden War Memorial Hall on Tuesday evening with about 170 people attending. The driving force behind the campaign are Transport 2050 a broad based coalition from across the political spectrum and the Public Transport Users Association (PTUA), The campaign is a two pronged in that it is focused on the delivery of a fast and efficient rail network central from Auckland Airport to the Central city and is looking to reopen the debate with the Labour led government and the Auckland Council over their proposal for a light rail transport system.

The presentation by Paul Miller focused the current proposal. The government have engaged NZTA to build a light rail transit system running from the airport up Dominion Road to the central city. The problems are myriad, not least that NZTA have no experience in building rail networks. The cost is also problematic as the initial costings of \$1.8 billion have increased exponentially and now may cost as much as \$3 billion. Meanwhile, Dominion Road, an iconic arterial route and the longest straight urban road in the Southern Hemisphere, will be irrevocably changed forever at a great cost to many of the local businesses and a massive disruption to Auckland traffic. Phil Twyford

(the Labour Minister of Transport) has made bold claims around light rail attracting massive investment none of which are based on any hard facts. Indeed the whole proposal seems to lack much in the way of fact based analysis. The government commissioned a report from Jacobs New Zealand Limited (The Jacobs Report), a company with no rail experience of this kind, to scope out transport solutions to the airport. This report has undergone at least three iterations with the last version making no mention of a heavy rail alternative.



Both Paul Miller and John Reeves put forward an argument for a heavy rail link that would cost between \$1billion and \$1.5 billion. This is a system that would provide a one seat, 30 minute ride into the city. All that would be needed would be to build a 6.8 kilometre track from the airport to Puhinui across mainly green fields, cutting down costs and disruption. There are already existing rolling stock that can be used which would cut down the need of buying a new fleet of trams.

The need for a heavy rail link to the airport has long been championed by the RMTU. Auckland Airport is estimated to see 40 million passengers by 2030 (a figure revised from 2040) and almost all airports around the world with this level of volume offer a heavy rail link. Even Melbourne, a city with a superb light rail system, is heading down the heavy rail route because it is cheaper and more efficient.

The START campaign is not saying it has all the answers, what it is saying is that there needs to be an honest and transparent debate about one of the most crucial decisions Auckland will have to make as a city. It also raises question as to why the government is so hell bent on pursuing expensive light rail while dismissing out of hand the possibility of a simpler, less expensive option.

CTU COURSE - ORGANISING CONVERSATIONS

One of the major challenges facing Union Organisers and delegates today is not only recruitment but moving the members from being passive to active.

Leighton Mosese and myself, along with comrades from Etu, Dairy Workers, NZIS, PPSA and the Writers Guild attended a course ran by the NZCTU around the organising conversation.

We are very fortunate in the RMTU having a large membership in our work place. This is not always the case. One delegate from the dairy workers started recruiting with a

membership of only 2 out of several hundred workers.

The course was three days focussing on the structure of the organising conversation which has a formal 6 step process.

- Introduction
- Building Rapport
- Finding Issues /motivators & agitation
- Shifting the worker- offering genuine hope.
- Action/closure
- Wrap up

Sounds dry but the course was a lot packed with information and skill building and also managing to be a lot of fun. It was primarily a course focussed on practical application of theories developed by recruiting specialists, with a lot of role play. We took the roles of organisers, delegates & workers from each other's industries, while the others observed and offered constructive feedback.

Taking part over the three days gave both Leighton and myself not only the opportunity to learn and develop new skills but also the chance to network and forge contacts with colleagues from the wider Union movement.

We will be using these newly learned skills and techniques very shortly with a view to recruit more members and to encourage members to become active in both RMTU and wider Union and community campaigns and actions in the future.

Look forward to meeting you soon. *Andy Ward*

TRANSDEV/ WELLINGTON AND HYUNDAI ROTEM/RMTU MECA

This week ratification report back meetings have been held in Wellington with a meeting in Masterton on Saturday. The negotiations

ALL aboard!
**Staffed trains
 are
 safe trains**



this year are in stark contrast to the difficult talks last year. Goes to show the difference a staffing change on the employers side can make.

The proposed and recommended settlement sees the MECA renewed for a 12 month term with a 2.3% increase for all staff except Passenger Operators who get a 4% increase. This is in keeping with the RMTU's strategy to improve the situation of low paid workers.

Other changes are also made and we look forward to the ratification being successful.

Thank you to the delegate negotiators and to the members for their patience and trust in the process.

Ballot papers left National Office yesterday.

SUCCESSFUL DELEGATE TRAINING IN CHRISTCHURCH AND DUNEDIN

The RMTU has recently held two successful training seminars as introductions for new delegates and refreshers for some old hands in Christchurch and Dunedin. A total of 24 delegates attended in the two cities and came from as far afield as Balclutha, Timaru and the West Coast as well as Christchurch and Dunedin.

RMTU members employed by KiwiRail, Lyttelton Port, Quality Marshalling, Port Otago and Dunedin Railways came together to share experiences and ideas so they can better organise our members.

What was notable was that the same challenges and issues face all workers in the industries we cover, particularly fatigue in 24 hour, seven day a week operations.

The training was also a great opportunity for those delegates attending the RMTU biennial conference later this month to learn more about our union's structure and the role of conference in setting policy.

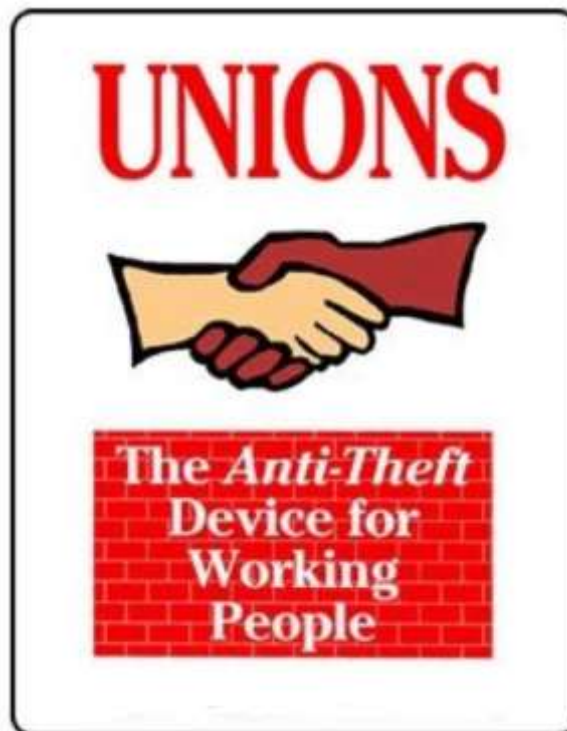
Thanks to Otago Rail Branch Secretary Dave Kearns for putting on a great session on supporting other workers and their unions at the Dunedin seminar.

WELLINGTON KIWIRAIL LE ROSTER TRIAL

Like many KiwiRail rosters, the Wellington LE roster had been minimised. KiwiRail have another name for it but ask any Wellington LE, the current roster is far from optimal for the people working it. The LE roster delegates got together and made a roster that was more socially acceptable, removed single days off that manipulate the "at risk shifts" mandatory time off requirement but put together a sequence of 5 x "A at risk shifts" short shifts. Currently they can put together 4 x "A at risk shifts" if the total hours are less than 28 hours.

These delegates put the proposal to their manager who was supportive and then it went to the RMTU, KiwiRail (Freight) Industrial Council and the HPHE Fatigue Risk Management Workgroup. Their proposal to trial the roster was supported but as it would require a variation to KiwiRail's safety case with the NZTA, the trial had to be done properly with an evidence based approach. KiwiRail has contracted the Massey University Sleep Wake Research Centre and Professor Gander to assist with evaluating the trial.

For the first three Sundays in September, the Wellington LE's and their partners we invited to the Wellington Terminal to discuss and understand the roster trial and to get an



interactive fatigue management session that was jointly presented by KiwiRail and the RMTU. All of the Wellington KiwiRail LE's and many of their partners attended one of the Sunday workshops. Typical of the Wellington Terminal, hospitality was important so a BBQ was put on after each workshop.

The roster trial is due to commence November 4th and will run for at least one complete cycle of the roster.

Well done to all involved especially the roster delegates, Alastair Cummings, Telai Sefesi, Karen Fletcher and Professor Gander.

PASSENGER COMMUTER RAIL FOR CHRISTCHURCH?

The campaign to bring back commuter trains to Christchurch is starting to grow. All parties in the governing coalition had the reintroduction of passenger rail in Christchurch as part of their manifestos but no money has been allocated as yet to make it a reality.

The Public Transport Users' Association (PTUA), which is very active in Auckland, recently organised a well-attended public meeting in Christchurch and passed a resolution supporting passenger rail in the Garden City.

The immediate focus is to organise submissions on Environment Canterbury's Regional Public Transport Plan promoting passenger rail.

Deadline for Submissions to ECan 14 October. Submissions can be made here: <https://haveyoursay.ecan.govt.nz/connect-canterbury/>

If people need assistance in making a submission contact the PTUA Christchurch Co-ordinator Tane Apatui at ptuachch@outlook.co.nz. One point is that this project would be a prime candidate for funding from the Government's regional development fund.



FATIGUE RISK MANAGEMENT GROUP CONVENES AT QUALITY MARSHALLING TIMARU

One of the outcomes of recent negotiations with Quality Marshalling (QM) in Timaru was the formation of a RMTU-QM Fatigue Risk Management Group. Fatigue has been highlighted as one of the critical health and safety risks faced by workers in the industries the RMTU covers and, as members will know, our union is placing a great deal of emphasis on tackling it.

We can't do this alone, and have to work with employers to put in place systems to mitigate the risk. One aspect of this approach are joint Fatigue Risk Management Groups to review work practices, share information, promote education and recommend approaches such things as to rostering and hours of work. During bargaining QM and the RMTU agreed a memorandum of understanding that set up such a group.

The group will meet monthly for the first six months then less frequently thereafter if the parties deem that appropriate. A key element in the joint approach is encouraging the reporting of fatigue and having a non-punitive response at the point of reporting. We are pleased to say QM has embraced this and has committed resources to help make the group effective.

Our first meeting was very productive and involved the sharing of information and planning for future work on fatigue management. We will keep members informed as we know members who work for other employers are making progress on this front.

TIME TO CALL TIME ON 'ROLLING 8S' AT LYTTELTON PORT?

There has been a long established practice of workers doing so called 'rolling eights', i.e. working eight hours on, eight hours off and eight hours on again at Lyttelton Port. The more we learn about the impact of fatigue

the more apparent it becomes that this practice is potentially dangerous. One challenge is that the current collective agreements of both the RMTU and MUNZ effectively provide an incentive to work these shifts. Historically we didn't know as much as we do know about the impact of this shift pattern.

Probably the biggest fatigue risk identified in the container terminal during the recent Fatigue Management workshops with international expert Phillipa Gander and a seminar with another expert, Drew Dawson, was the practice of rolling eights. A lot of work has been done by the unions and LPC in developing a Fatigue Standard, which is in its final draft. Yet at the operational level precious little has changed except that in the last couple of weeks during briefings at the beginning of shifts, workers are told to report to a Foreman or Manager if they feel fatigued. This is a start, but we need a proper non-punitive fatigue reporting system in place. There is also an urgent need for the systematic education of all staff as to the risks of fatigue and the means by which LPC intend to mitigate that risk. A simple self-assessment tool, like Drew Dawson's Fatigue Calculator, in the form of a downloadable App would help members and should be available to everyone.

To get on top of this issue and to effectively manage the risk is going to require the combined efforts of the LPC Operations and Health & Safety teams together with the Unions who represent the workers in the Container Terminal. The RMTU is willing to do its part.

LOGISTICS OFFICERS BARGAINING LYTTELTON PORT: LIGHT AT THE END OF THE TUNNEL?

Our LPC Logistics Officers have been in bargaining for the renewal of their collective agreement since late 2017. The major sticking point has been getting

agreement on a new roster that will provide 24 hour coverage as the port expands in the future.

After a great deal of work by rank and file Logistics Officers and one of the Logistics Managers we think we are close to coming up with a roster that both parties can live with.

The wider membership will meet next Wednesday 17th October to discuss this and if we can get a mandate we are hopeful to that bargaining can be progressed to a conclusion.

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!

BOP AND C3 HAPPENINGS

- On the 6th of September two RMTU members pushed thru a protected area without clearance in the mount Maunganui yard. After an extensive

investigation using the *Just and Fair Culture* Policy, it was agreed they had made a reckless choice on the day. Subsequently KiwiRail invoked the disciplinary process with the end result being final written warnings, and agreement to be involved in a video presentation on the incident and the learnings and findings that came out of the investigation. All in all a positive result all round.

- C3 On-board Stevedoring, we are holding our ratification meetings to settle the C3 On-board Stevedoring Collective Agreement, which will have a term of 3years to coincide with the commercial contract between C3 and the Port of Tauranga for the supply of on-board stevedoring at Sulphur Point.
- C3 Plant Operators. We are currently working with C3 on a variation to the C3 / RMTU Collective Agreement to improve the plant operators pay rates, as there has been a high turnover of plant operators as they are able to get a better pay rate outside the wharf gates without the shift work that is required on the Mount Maunganui wharf.
- C3 Truck Drivers. We are working thru the mediated agreement to settle this long running set of negotiations.
- An outcome of the POTL / RMTU Collective Agreement negotiations was to rewrite the Collective Agreement, we started the rewrite on Thursday 4th October and we plan to have the rewrite

completed before the Collective Agreement negotiations start early next year.

- The Fluidex Collective negotiations have started and we expect a long and arduous set of negotiations.
- Ixom have started consultation with the RMTU on how to ensure that our members who are truck drivers, who may suffer from sleep apnoea are kept safe while at work. The delegates have been working thru the reasons and remedies and hopefully a resolution will be found.
- At long last the Napier C3 Checkpoint collective agreement seems to be heading towards a settlement.

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

SAFETY FIRST!

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

