

THE ACTIVIST



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RELIEF GS

Wayne Butson will be out of the country next week attending the ICLS meeting in Korea. During his absence John Kerr the SI Organiser will be acting General Secretary.

PAY TALKS CONCLUDE WITH PRIME PORT LTD

Pay talks with Prime Port Ltd ended last month as RMTU representatives Roy Hislop and Murray Cadigan, together with Organiser John Kerr, secured two year deal with a 2% increase this year from 30 June this year, and the same next year, plus a guaranteed weekend off each month. Members told us they were prepared to settle for this and your bargaining team duly did so and the terms of settlement and proposed collective was unanimously ratified by members on 6 August.

The collective agreement is currently with the Employer for signature. We understand the Employer has adjusted pay rates accordingly. A big thank you to Roy and Murray for stepping up to represent their workmates and for the professional and conscientious way in which they did it.

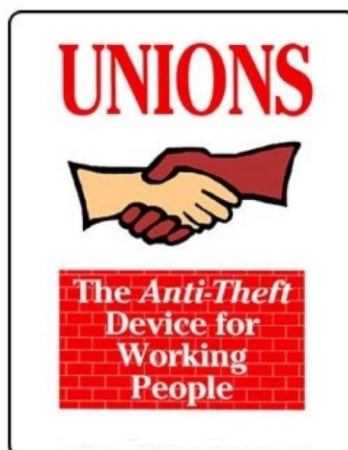
.... AND CONTINUE WITH QUALITY MARSHALLING

RMTU Representatives Naylor Young and Josh Meyer, together with Organiser John Kerr have met Quality Marshalling management four times now. In addition there has been a considerable amount of correspondence between the parties.

We are very close to achieving a settlement and are waiting for some wording from the employer around outstanding items. These are entry level rates of pay for staff coming into the company with no prior skills; redundancy; medical insurance; and the 30 day rule guaranteeing new staff start on the same terms and conditions as the collective agreement. We emphasise the parties are close to agreement on the above matters.

Accordingly we are hopeful that we will either be able to being terms of settlement and a proposed collective agreement to members for a ratification vote or, if we cannot settle, the Employer's 'best offer', sometime during the week of 6 September.

If you have any questions please speak with your delegate or contact South Island RMTU Organiser John Kerr



WEST COAST DEBACLE

KiwiRail's decision to axe six Locomotive Engineer and two Rail Operator jobs in Westport as well as one LE job in Otira is already having a bad effect across the West Coast.

Morale in Westport is at rock bottom and members who are relocating their families are angry at the lack of information from management about the mechanics

and timing of this. All LEs are being redeployed across the length and breadth of the South Island and the disruption is causing them and their families a great deal of stress. Rail Operators are similarly adversely affected, with the establishment going from four to two.

In Greymouth the Branch is at loggerheads with management around what our members say is an unworkable roster and the condescending and aggressive attitude of

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

management to legitimately raised concerns by delegates is a concern.

Shift work in operations puts an immense strain on the member doing it and his or her family. A smooth operation relies on the goodwill and commitment of highly skilled workers. Management need to understand that if they want those workers to be highly productive then listening to legitimately raised concerns is a good idea, not an unwarranted interruption.

STUDENT DEBT IS A MONSTER

Working kiwis are burdened by student debt according to a report released today by the New Zealand Union of Students (NZUSA).

The Income and Expenditure Report has found that students in tertiary education are facing some of the hardest times they have ever faced.

"With student debt to reach \$15,000,000,000 in 2016 and the typical graduate entering their working life with a debt of \$50,000, we have a situation which is simply untenable." CTU Secretary Sam Huggard said.

"Getting a tertiary qualification is increasingly unaffordable with student support failing to keep up with costs including rapidly rising fees. The report shows that increasingly the decision to study and choice of course is based on cost, not on talent or interest."

"The report also shows an increasing divide between those who have parents who can help them through tertiary study and those from poorer back grounds who mount up increasing debt or are even forced to drop out." Huggard said.

This is shown by falling participation in tertiary education. Ministry of Education data shows the participation rate taking age into account has steadily fallen by a sixth from 12.3% of the population in 2008 to 10.2% in 2014 since this Government took office. It is particularly affecting people aged 20 or over, many of whom are looking for a second chance or needing to

retrain because of changes in their jobs and industries. "Both from the point of view of workers as learners, and in terms of New Zealand having the range of skills needed for to drive our industries and sectors, this is a worrying trend," Sam Huggard said.

KIWI RAIL: 'BACK TO BASICS' EDUCATION PROGRAMME

KiwiRail is piloting a 'Back to Basics' education programme with funding from the Tertiary Education Commission. They have contracted a private training provider 'The Learning Wave' to provide this education. The RMTU has been consulted and we are keen that management talk to delegates when they identify members who would most benefit from this training. The course looks like it's a good one providing the right people get to attend.

Delegates often have a good awareness of members' training needs - so, if you hear about a 'Back to Basics' course being run at your site speak with your manager and see how he or she has selected the people who are attending it. If you think people who could benefit are missing out make sure your manager knows about your concerns. Delegates should not hesitate to contact Organiser John Kerr if they want any more information about this initiative.

BARGAINING FOR INLAND PORT MEMBERS IN WOOLSTON

The RMTU is in negotiations for the renewal of the collective agreement for our members employed at City Depot, Lyttelton Port Company. Readers will remember we secured the first

ever collective agreement for these members earlier this year as part of the settlement of the dispute with LPC that took us to the brink of an all-out strike. That was a short term deal so now we are going in to bat for its renewal.

Our members at the inland port are still employed in inferior terms and conditions to those working on the waterfront, and indeed those doing similar work in other ports and at KiwiRail container transfer terminals, so it's



important that we all back these members in their bid for a fair and reasonable settlement.

Talks commence on 8th September with an exchange of claims. Thank you to delegates Simon Gillard and Daryl Haines as well as the membership at City Depot for the hard work they've put in to date in preparation for this bargaining.

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!

RMTU FILM THE RED CARD A HIT AT BRANCH AGMS

The world premiere of our film about the Lyttelton port dispute earlier this year was screened at the AGMs of the Christchurch port and rail branches last month.

The film chronicles the background to the dispute, focusing on the poor health and

safety record at Lyttelton as we went into wage bargaining and the subsequent negotiations and overtime ban. Delegates speak about their experiences and the strategic decisions that were taken.

Members gave the film a warm reception and we've had some very positive feedback. We're intending to use it as a training resource for our delegates and activists so look out for it if you attend an RMTU course in the future.

TOUGHER RULES FOR OFFSHORE BUYERS

Our economy is slowing, but house prices remain firm in several parts of the country. This may be partly due to some offshore buyers getting in quickly, before the rule changes that come in to force on 1 October this year. Buyers will need to have a New Zealand bank account and an IRD number. It is quite difficult to open a bank account in this country, as you need three different pieces of identification. It will be interesting to see what effect these new rules have on the property markets.

CENTREPORT BRINGS THE WORLD TO WHANGANUI

CentrePort has a new joint venture container terminal in Whanganui.

Transport Minister Simon Bridges officially opened the venture this morning – the result of a partnership between CentrePort of Wellington and Ali Arc Logistics of Whanganui.

The terminal is served by a daily KiwiRail freight train as part of CentrePort's CentreRail service, which also calls at hubs

across New Zealand including Palmerston North, Blenheim and New Plymouth

CentrePort Chief Executive Blair O'Keeffe said the site represents a multi-million dollar investment between the Port, Ali Arc and KiwiRail and would play a key role in the region's growth.

"This venture enables us to connect the world to the Manawatu-Whanganui region through



cost effective trade and transport connections."

Ali Arc Logistics General Manager Brendon Bartley says the development of the site has been underway in phases for the last two years and the formation of the joint venture would continue to support the growth of businesses in the region.

"When we took over the site, it had been underutilised for more than 20 years. Working with CentrePort and KiwiRail, we breathed life back into it, with great support from local exporters and importers."

Mr O'Keeffe said CentrePort was committed to investing in more container terminals and rail links and preparing for the arrival of bigger ships in future.

"To remain competitive, businesses in central New Zealand need easy access to big-ship capable ports and we're investing to make that happen," he said.

KIWI RAIL ALLIANCE COUPLER UPDATE

KiwiRail has funding approval to convert hook and pin wagons to auto couplers and had been consulting through the Mechanical Council to have contractors undertake this work at Picton. The RMTU took the position that this work should be done either through the depots (by making some overtime available) or look at sending some of the displaced members from Westfield to Picton. When questioned around the application of clause 29.2.3 that the contractors are required to pay at or above the rates in the CA, the view has now changed. KiwiRail report that they are happy with the increased output from those members in the depots and have no plans to engage the contractors now.

RANDOM TESTING UNLAWFUL

Carter Holt Harvey has been ordered to pay \$10,000.00 to the EPMU after unlawfully using the pretext of a random drug and alcohol test to deny a Union organizer site access. The organizer was refused site access when he refused to undertake the

test. CHH was found to be unlawful and in breach of its Good Faith obligations.

MORE INLAND PORTS

Ports of Auckland is adding to its current inland ports at Wiri and Longburn by announcing a plan for one in Triton Ave Mount Maunganui. The heart land of Port Tauranga. The freight hub will be operational by the end of 2015 and will be operated by Toll Group. No announcement has been made on potential rail services to serve the site.

WARRANTY WORK @ WESTFIELD

KiwiRail have been consulting to bring DLoco staff into Westfield to undertake warranty and rectification work on the DL locomotives. To ensure that no core work will be done as part of this program a more in depth description of the tasks is being work through with the local delegates. KiwiRail state, This work is being done at the cost of the manufacturer and must be done by their own staff for warranty to be maintained.



RMTU/KIWI RAIL INDUSTRIAL COUNCIL REPRESENTATIVES

2015/2017 TERM

Nominations for the KiwiRail Industrial Councils closed on Friday 21st August 2015 at 5pm and the results are as follows.

Kiwirail freight industrial council

Locomotive Central - A ballot will be held between Incumbent Les Perrin & Ben Goodin.

Upper North Island Terminals - A ballot will be held between Incumbent Dean Ngatai and Grant Pope.

South Island Terminals - A ballot will be held between Incumbent Marty Duncan and Doug Blakie.

C T Site - Incumbent Antoon Whiu elected unopposed.

Lower North Island Terminals - Incumbent Rick Barnes elected unopposed.



(Barry Simpkins fills the Locomotive Northern position and Mike Williams the Locomotive Southern position as advised previously).

Kiwirail mechanical industrial council

Train Examiner Maintenance - A ballot will be held between Incumbent Shane McNae and Craig Davidson.

Hutt Workshops - A ballot will be held between Incumbent Paul Morrison and Philip Bosworth.

North Island Depots - A ballot will be held between Incumbent Rudi Brens and John Evans.

Wellington EMU Depot - Incumbent Danny Singh elected unopposed.

Servicing Mechanical - Incumbent Logan Kahui elected unopposed.

South Island Depots - Incumbent Guy Miller elected unopposed.

Kiwirail metro industrial council

Locomotive Engineer - Incumbent Michael Nicholson elected unopposed.

EMU Depot - Incumbent Keith Whittaker elected unopposed.

Scale 1 Operations - Incumbent Dave Sharma elected unopposed.

Scale 1 Sales & Communications - currently vacant and nominations now recalled.

On Board - Incumbent Harvey Paterson elected unopposed.

Yard Operations - Glenn Hughes elected unopposed.

Kiwirail I & A industrial council

Infrastructure Bridges & Structures - Incumbent Lou Watene elected unopposed.

Infrastructure Mechanical - Incumbent Jerry Hohepa elected unopposed.

Infrastructure Track Supervisors - Hopa Bell elected unopposed.

Operations Scale 1 - currently vacant, nominations are now recalled.

Operations Train Control - Incumbent Geoff Young elected unopposed.

Infrastructure Trackworker - A ballot will be held between Incumbent William Lanigan and Brad Claridge.

Infrastructure Sigs, Comms, Traction - A ballot will be held between William Laison and Ian Walker.

Interislander industrial council

Scale 1 (Inside Wellington Terminal) - Incumbent Chris Hanna elected unopposed.

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

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

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

A hearty congratulations to those elected to positions and we look forward to the outcome of the ballots for the contested positions.

NOMINATIONS ARE RECALLED FOR:

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

KRL Metro Scale 1 Sales & Communications: If you are employed by KiwiRail Ltd in a role in Sales & Communications which is paid under payscale 1 in

Metro Group then you are eligible for nomination for this position.

Correctly completed nomination forms must be received by the National Returning Officer at the National Office of the Rail & Maritime Transport Union, PO Box 1103 Wellington 6140 no later than 1700 hrs. on Friday 25 September 2015.

In the event that there is more than one nomination for any position, a postal ballot shall be run. Nominees must have their photo and a short promotional statement of up to 150 words to the National Office no



later than 1700 hrs on Friday 2 October 2015. Electronic receipt of this information is preferred.

We anticipate issuing ballot papers to members affected during the week ending 4 September 2015.

Please ensure you advise National Office if you have changed addresses or your designation in the Company since the last RMTU mail-out. Call RMTU 04-4992066 or alternatively update your details online www.rmtunion.org.nz or email julia@rmtunion.org.nz.

Signed:

Howard Phillips

NATIONAL RETURNING OFFICER

AUTOMATION FOR PORTS OF AUCKLAND

The port says it is commencing consultation with staff on a proposal to install automated straddle carriers. We understand the proposal involves the use of 15m tall automated straddle carriers which are planned to carry out the less complex tasks in the container yard. Complex tasks continue using human operated machines. The proposal if implemented could see up to 50 jobs lost

JUST AND FAIR CULTURE

This is rumbling along and the wider consultation group of industrial council representatives and KiwiRail managers met last month to pilot some of the training material that it is intended to use with delegates and managers.

It was a valuable day and the result was that the RMTU and KiwiRail have agreed that we keep working on this, recasting the training content, and further developing the tool managers and delegates will apply when dealing with the result of investigations.

The initiative is already yielding benefits. For example an investigation in one

business unit has identified that a failure to follow a particular procedure was not confined to the member who 'got caught' and so, instead of targeting that individual and leaving it at that, management and the RMTU are working together on ensuring awareness around safety is improved across the wider workforce without being punitive.

TRANSPORT POLICY QUESTIONED

Both Local Government NZ and the chair of the shipping federation have recently questioned whether central and local Government planners fully understand the workings of transport infrastructure in NZ and maximizing its worth to NZ. The message is clear that transportation by road, rail and sea are inter-dependent and are the three legs of the transport stool. It is also essential that a fit for purpose transport network is essential for regional economic growth and development.

MORE HOUSING HUMILIATION FOR NICK SMITH

Nick Smith has been completely humiliated once again – this time by Ngāti Whātua who have used his blunders to their full advantage to extract an excellent deal for Aucklanders that the minister would never have developed himself, Labour's Housing spokesperson Phil Twyford says.

"Nick Smith blundered his way through the entire process of trying to get large scale vacant public land developed for housing. He didn't do his homework and forgot that Ngāti Whātua has first right of refusal for sales of government land. Then he said he could ignore the law and Ngāti Whātua's legitimate claims.

"Now the minister has been forced to settle to get out of a court case. This is a humiliation for him, meaning he cannot sell land off to other developers until the iwi has agreed.

"The irony is that Ngāti Whātua's deal is an excellent one for Aucklanders, extracting a commitment from the Government for 20 per



cent affordable homes and another 20 per cent for social housing. This is a much better outcome than Nick Smith would have delivered.

"If he had any sense left at all he would have worked with Ngāti Whātua from the start instead of stumbling and blundering his way into a court case," Phil Twyford says.

C3 BOP

We recently went thru the agonising process of tendering of C3 stevedoring work at Sulphur Point, by the port of Tauranga, 51 jobs were at stake fortunately C3 after doing a deal with the RMTU were able to keep the contract for at least for 3 more years. While it was great to save 51 jobs it is annoying that it had to happen with an agreement of a low wage increase for the next 3 years. Another step down the slippery steps of the race to the bottom!!

We have discovered a few anomalies in the stopping of log trains, different rates of pay! And a contractor doing stopping without an agreement with the RMTU.

NZTA CE DEPARTS

NZTA CE Geoff Dangerfield has announced his resignation and will leave in December. In our view this will put a new set of hands on the steering wheel of the largest NZ road transport promotion group funded by taxpayer dollars.

What we need is a massive shift in direction and culture within the agency as it should be the driving force for an integrated land transport solution for NZ which sees projects of any nature assessed against the various transport modes rather than this blind adherence to more road building.

KING COUNTRY.

The 007 bridges project has thrown up a number of issues for our ESO members to deal with, we are meeting KiwiRail on the 11th to see if the issues can be resolved.

FLAT PAY RISES

The Tertiary Education Union is negotiating flat pay raises rather than percentage-based increases in an effort to reverse wage inequality. The union broke new ground at Otago University in February when it announced a \$1000 flat raise. Recently, the union negotiated a flat salary increase of \$900 for next month and \$950 in the middle of next year for members at Otago Polytechnic and the Southern Institute of Technology and Nelson Marlborough Institute of Technology. "Our institutions in past years have made arguments around the relativity of wages; that you want to make sure that those who have spent years working on PhDs and then as lecturing staff are being recognised," said union president Sandra Grey. "The fact that we're able to go to them with very clear indications and strong membership on campuses — that this is something that we're very committed to — has made the difference."

NO COVER FOR SOME

Many forestry workers may not have accident cover, the Council of Trade Unions recently warned. Union ACC lawyer Hazel Armstrong told Parliament's Transport and Industrial Relations Committee hearing submissions on proposed ACC law changes that some employers were getting out of paying their ACC levies by treating their workers as independent contractors. She expressed concern that the practice was widespread. "They say to the worker, 'You're self-employed, you're a contractor, you pay the levy,' but the worker has no idea how to go about paying the levy. They don't even know that in fact they're self-employed — all they know is they're turning up to work, so there's one huge issue around the nature of work, the nature of the employment relationship, and how the employer shifts the levy responsibility



to the worker." She said the "ACC doesn't care" because they don't have to pay if the person is injured and no one's paid a levy on their behalf.

BITS AND BOB'S

- CentrePort CEO Blair O'Keefe is to step down in Feb 2016.
- Transdev Auckland has announced that they are intending to become a Zero harm employer. If only it could be achieved by simply announcing it!
- Port of Tauranga has announced it will be the first NZ Port capable to berth the next generation of 6500 TEU ships.
- Kaiarahi is now expected to return to Cook Strait in October which is two or so months after first planned.
- Demolition of the plant 4 and 5 buildings at Hutt Workshop has commenced.
- A dispute is brewing over Train Control meal and rest breaks in light of the new law. Both KiwiRail and RMTU have obtained legal advice.
- Tractor sales for the first half of 2015 have fallen by 17%. This stat is regarded as a barometer of the health of the rural sector of NZ
- Latest info shows that thousands of criminals serving sentences from the comfort of their own homes are breaching their electronic monitoring

