

Rail & Maritime Transport Union
“The Need for Change”
18th Annual Conference



23/25 OCTOBER 2012

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ANNUAL CONFERENCE ATTENDEES

NZ Police College, Porirua – 23/25 October 2012

NATIONAL MANAGEMENT COMMITTEE

NATIONAL PRESIDENT

Wilkinson, Aubrey

NATIONAL VICE-PRESIDENT and

CENTRAL RAIL REPRESENTATIVE

Phillips, Howard

GENERAL SECRETARY

Butson, Wayne

NORTH ISLAND PORTS REPRESENTATIVE

Marden, Dave

SOUTH ISLAND PORTS REPRESENTATIVE

Blakeley, Ruth

SOUTH ISLAND RAIL REPRESENTATIVE

Blakie, Doug

DELEGATES

OTAGO RAIL

Bates, Donald

WAIKATO

Brown, Ray

PORT CHALMERS

Byas, Brian

BOP PORT

Carmine, John

LYTTELTON

Dennis, Paul

NELSON

Diskin, Jeremy

NORTHLAND

Falwasser, Edward

HAWKES BAY RAIL

Gibson, Joseph

MARLBOROUGH RAIL

Haraki, Tania

MARLBOROUGH PORT

Herbert, Grant

WELLINGTON RAIL

Innes, Gary

HILLSIDE

Kearns, David

TARANAKI PORT

Maindonald, Robin

BOP RAIL

McNae, Shane

PALMERSTON NORTH

Millward, John

HUTT WORKSHOPS

Morrison, Paul

TIMARU PORT

Nijssen, Michael

CANTERBURY

Robertson, Henry

HAWKES BAY PORT

Smith, Brett

AUCKLAND

Staniland, William

WELLINGTON RAIL

Stoddart, Warren

TARANAKI RAIL

Thornton, Ian

OBSERVERS

AUCKLAND

Johnson, Michael

BOP PORT

Cooney, Craig

BOP RAIL

Rangi, Te Roimata

HILLSIDE

Lanigan, William

HUTT WORKSHOPS

Wilson, Steven

KOMITI PASIFICA REP

Duffy, Terry

LYTTELTON

Te Pou, Melanie

Lawton, Timothy

Marsh, Stuart

**PORT CHALMERS
WELLINGTON PORT
WELLINGTON RAIL**

**Wilson, Allan
Pikari, Pat
Griffin, Jennifer**

RMTU

**ADMINISTRATION ASSISTANT
HEALTH & SAFETY ORGANISER
INDUSTRIAL ORGANISER
INDUSTRIAL ORGANISER
INDUSTRIAL ORGANISER
WELLINGTON RAIL BRANCH FACILITATOR**

**Carr, Libi
Fletcher, Karen
Kerr, John
Spanswick, Phil
Valster, Todd
Raumati, Mani**

INTERNATIONAL GUEST

**RTBU
MUA
TWU**

**Claassens, Alex
Keane, Garry
Olsen, Richard
Pirc, Rob**

NZ ITF AFFILIATES

**F1RST Union
MUNZ
SFWU
UnionAid**

**Anderson, Karl
Parsloe, Gary
Keil, Mea'ole
Cormack, Nanette
Wilson, Ross**

VISITORS

**AIL – Public Relations Manager
Green Party of Aotearoa New Zealand
Hazel Armstrong Law
Kiwirail Ltd – CEO
McBride Davenport James
NZ Council of Trade Unions – Secretary
NZ Council of Trade Unions – Economist
NZ First Party
NZ Harbours Superannuation Plan; and
NZ Loco Engineers Sickness Accident & Death Benefit Fund
NZ Labour Party – Leader of the Opposition
NZ Labour Party – Spokesperson for Transport
NZ Railways Staff Welfare Trust – Trust Manager
United Credit Union**

**Soljan, Mario
Norman, Dr Russel
Armstrong, Hazel
Quinn, Jim
Davenport, Geoff
Conway, Peter
Rosenberg, Bill
Peters, Hon Winston

Cowley, Roy
Shearer, Hon David
Twyford, Phil
Ball, Chris
Kenny, Anna**

MINUTES OF 17TH NATIONAL CONFERENCE

HELD AT THE ROYAL NZ POLICE COLLEGE, PORIRUA – 23/25 OCTOBER 2012

DAY 1 Tuesday 23 October 2012

1. Conference Opening and Welcome

The President called Delegates together to welcome them all to the 18th National Conference of the Rail & Maritime Transport Union.

The President then called for a minute's silence to remember fallen comrades.

He then called on Ray Brown to lead Delegates in a Karakia.

2. Roll Call and Formal Resolutions

2.1 It was **agreed** that Libi Carr be appointed Minute Secretary.

Moved/Seconded: Aubrey Wilkinson/Howard Phillips

Carried

2.3 It was **agreed** the Agenda as set out be adopted.

Moved/Seconded: Dave Marden/Ruth Blakeley

Carried

2.4 It was **agreed** that Conference Format & Rules of Debate be as per previous years.

Moved/Seconded: Howard Phillips/Doug Blakie

Carried

2.5 Delegates were advised that the Police College keeps to strict times for meals and were made aware of The Royal New Zealand Police College Protocols which had been given as a hand-out in each Delegate's conference folder.

2.6 It was **agreed** that the Minutes of the 17th Annual Conference held at the Police College 8/10 November 2011 be approved as a true and correct record.

Moved/Seconded: Ruth Blakeley/John Millward

Carried

2.8 There were no matters arising from the Minutes of the 2011 Conference.

2.9 The President advised Conference that Observers have speaking rights; they don't have voting rights.

2.10 A letter from Edgar Spark wishing the Conference every success was read out by Howard Phillips.

It was **agreed** that the letter be received.

Moved/Seconded: Doug Blakie/Wayne Butson

Carried

3. Introductions

Apologies were received from John Marsh the Runanga Rep; Barry Simpkins the NMC NI Rail Rep; Bill Sweeney the NMC General Rep; Brian Lupton, Rodney Richbell and Michael Vowles Palmerston North Observers and Julia Harrison Administration Assistant National Office.

The President then asked Conference Delegates and Observers to introduce themselves, the branch they represent, the Union role they play within their branch; their employer; their occupation and what they hope to bring to and take away from Conference.

4. President's Report

The National President, Aubrey Wilkinson gave his Report to Conference.

It was **resolved** that the President's Report be received.

Moved/Seconded: Aubrey Wilkinson/Howard Phillips

Carried

See Appendix A Page 16 for the President's Report.

5. Opening Address

Geoff Davenport from McBride Davenport James addressed Delegates and opened the Conference.

At the conclusion of his presentation Geoff was presented with a gift of appreciation by John Carmine.

See Appendix B Page 18 for the Opening Address.

LUNCH

6. Conference Theme “The Need for Change”

The General Secretary Wayne Butson introduced and discussed the theme of this year's conference. He noted that the RMTU brings a lot of institutional expert knowledge to the table and being New Zealand's only integrated transport union has a wide range of members in the logistics change. He asked the question “how can we grow the Union and set ourselves up for future challenges?”

7. Hon Winston Peters – NZ First Transport Spokesperson

The President introduced the Hon Winston Peters who addressed delegates on the importance of Rail to New Zealand and the failure of the current government's management.

At the conclusion of his presentation Winston was presented with a gift of appreciation by Howard Phillips.

8. Financial Report and Balance Sheet

The General Secretary Wayne Butson presented the Union's Financial Statements for approval and adoption.

It was **resolved** that **Remit 1** “the Audited Financial Statements for the year ended 30 June 2012” be adopted.

Moved/Seconded: Wayne Butson/Gary Innes

Carried

See Appendix C Page 22 for the Financial Statements to 30/06/12.

9. KiwiRail CEO – Jim Quinn

The General Secretary Wayne Butson introduced Jim Quinn the CEO of KiwiRail Ltd who updated members on the “Turnaround Plan” and his continuing evolutionary vision for KiwiRail.

At the conclusion of his address Jim was presented a gift of appreciation from Don Bates.

10. The 2012/2013 Union Budget Debate

The General Secretary Wayne Butson presented the Union's Budget for the Year Ended 30 June 2013.

It was **resolved** that **Remit 2** “the Rail & Maritime Transport Union move to a biennial (two yearly) Conference format”.

Moved/Seconded: Wayne Butson/Grant Herbert

Carried

See Appendix D Page 34 for the 2013 Budget.

11. Conference Remits

Remits 3 through 7 from the National Management Committee were debated and the following was resolved:

1. **Remit 3**
That the Rail & Maritime Transport Union move to hold a National Ports Forum during the year between National Conferences (two yearly).
Moved/Seconded: Wayne Butson/Aubrey Wilkinson **Carried**

2. **Remit 4**
That the Rules and Standing Orders of the Rail & Maritime Transport Union be amended for Remits 2 & 3 as follows:-
 - 2.1 Under 1. "Glossary of Terms" the word "Annual" be replaced with "Biennial".
 - 2.2 All instances of "Annual Conference" in the text be replaced with "Conference".
 - 2.3 Rule 16.1 to read "The Conference shall meet **bi-annually in October**; Provided always that at least 6 weeks' notice thereof shall be given to each branch by the General Secretary.
 - 2.4 A new Rule 16.5 be added "**A National Ports Forum will be held bi-annually in the year that the Conference is not held.**"**Moved/Seconded:** Wayne Butson/Aubrey Wilkinson **Carried**

3. **Remit 5**
That the Budget 1 July 2012 to 30 June 2013 be adopted by Conference and that there be a 1% increase in RMTU membership subscription rates for the 2012/13 financial year commencing 1 November 2012.
Moved/Seconded: Wayne Butson/Doug Blakie **Carried**

4. **Remit 6**
That a 1% Solidarity Levy in addition to the Union Fee be implemented on 1 November 2012 or the nearest payroll date.
Moved/Seconded: Aubrey Wilkinson/Howard Philips **Carried**

5. **Remit 7**
That the conference endorses the decision to amalgamate the Southland Port and Southland Rail Branches to create a "Southland Branch".
Moved/Seconded: Wayne Butson/Ruth Blakeley **Carried**

Remits 8 through 13 from the Branches were debated and the following was resolved:

1. **Remit 8 – Otago Rail Branch 22/08/2012 – Withdrawn 17/10/2012 – see following Remit.**

2. **Remit 9 – Hutt Workshops 23/08/2012**
That the Conference bestow Life Membership to Jim Kelly.
Moved/Seconded: Paul Morrison/David Kearns **Carried**

3. **Remit 10 – Hutt Workshops 23/08/2012**
That the RMTU Policy Manual be reviewed and out-dated names and references be removed as necessary.
Moved/Seconded: Paul Morrison/Don Bates **Carried**

4. **Remit 11 – Auckland 14/08/2012**
That the Funding Formula for RMTU Branches be reviewed to a cap of \$1,400.00 per quarter.
Moved/Seconded: William Staniland/Mike Johnston **Carried with amendment**

5. **Remit 12 – Canterbury – 28/09/2012**
That Murray Dunlop be put forward as a Life Member of the RMTU.
Moved/Seconded: Henry Robertson/Doug Blakie **Carried**

6. **Remit 13 – Port Chalmers – 15/10/2012**

That the late Bruce Walker be put forward as a Life Member of the RMTU.

Moved/Seconded: Ruth Blakeley/Brian Byas

Carried

12 Technical Resolutions

12.1 **Auditor**

WHK (NZ) Ltd is the current Union's Auditor. It was recommended that WHK NZ Ltd be retained for the 2012/2013 financial year.

Moved/Seconded: Ruth Blakeley/Paul Morrison

Carried

12.2 **LE Trust Fund Endorsements**

The Fund is jointly promoted by the Union and KiwiRail Ltd and administered by the Trustees in accordance with a Consolidated Trust Deed dated 24 March 2000; a Deed Supplemental to the Deed dated 5 August 2004; a Deed of Variance dated 12 April 2005; a Deed Varying Deeds dated 2 October 2008; and a Deed Varying Deeds dated 28 September 2010 and 22 March 2012.

The Union Trustees are Wayne Butson, Bill Sweeney and Wally Wallbutton and it was **resolved** that they be reappointed for a further one year term.

Moved/Seconded: Don Bates/William Staniland

Carried

12.3 **NZ Harbours Superannuation Plan**

The Fund is governed by two Employer Trustees; four Union Trustees and an independent Chairperson (David Stevens).

The four Union Trustees are Wayne Butson, Roy Cowley, Hal Upton and Dion Young and it was **resolved** that the current Union Trustees be endorsed.

Moved/Seconded: Dave Marden/Brian Byas

Carried

12.4 **NZ Railways Welfare Trust**

The Board comprises of four Union and four Employer Representatives. The Union Trustees are Wayne Butson, Howard Phillips, Sam Kahui, and one position is given to the Rail Superannuitants Association and that representative is currently Edgar Spark.

It was **resolved** that the current Union appointed Trustees being Wayne Butson, Howard Phillips, Sam Kahui and Edgar Spark be endorsed.

Moved/Seconded: Ray Brown/Brian Byas

Carried

12.5 **NZ Council of Trade Unions**

12.5.1 **NZCTU – Runanga**

It was **resolved** that the three representatives on the NZCTU Runanga be Sam Kahui, Ray Brown and John Marsh.

Moved/Seconded: Tania Haraki/Warren Stoddart

Carried

12.5.2 **NZCTU – Women's Representative**

It was **resolved** that Ruth Blakeley, Kasia Kurene and Jennifer Griffin be confirmed as the Women's Representatives on the NZCTU Women's Council.

Moved/Seconded: Stuart Marsh/Paul Morrison

Carried

12.5.3 **NZCTU – Komiti Pacifika**

It was **resolved** that Telai Sefesi and Mel Te Pou be confirmed as the Komiti Pacifika Representative on the NZCTU Council.

Moved/Seconded: Gary Innes/William Staniland

Carried

12.5.4 **NZCTU – Other Conferences and Meetings**

It was **resolved** that the RMTU Representatives attending Hui's, Meetings and Conferences be endorsed.

Moved/Seconded: Grant Herbert/Ray Brown

Carried

12.5.5 **NZCTU – Youth Representative**

The President reported on the CTU/Iwi Hui that was held as a result of the AFFCO dispute. He requested Branches to consider any Youth Representatives – people who might be interested either in Youth Representative or Out at Work Representative. They need to be under 35 and a financial member of RMTU.

It was **resolved** to general acclamation that delegates go back to Branches and discuss with interested people then advise National Office of names.

12.6 **National Returning Officer**

Conference **resolved** that the Vice President, Howard Phillips, be confirmed as the Returning Officer.

Moved/Seconded: Wayne Butson/Doug Blakie

Carried

13. National Management Committee Annual Report

The General Secretary Wayne Butson introduced the 18th Annual Report of the National Management Committee.

It was **resolved** that the 18th Annual Report of the National Management Committee be received.

Moved/Seconded: Wayne Butson/Gary Innes

Carried

See Appendix E Page 37 for the NMC report.

Conference Adjourned for Day 1

DAY 2 Wednesday 24 October 2012

Conference Reconvened and the Roll was called.

14. International Solidarity

The General Secretary introduced guests from TWU, RTBU and MUA who spoke about their current Union industrial Issues. They all thanked RMTU for the opportunity to attend the Annual Conference.

All the international speakers referred to moving away from traditional 'left/right' political divisions and looking for areas of common ground with all political parties or Members of Parliament, and, where we have common ground, work together.

Apology received from Bob Nanva – General Secretary RTBU.

ALEX CLAUSSENS - RTBU – presentation available.

- We cannot continue to do business the same way we have – we must change our response.
- We must engage in public debate – inform voters, community, bring people together.
- We need to engage in different political alliances, work with political parties. We traditionally have not.
- We need to shift our thinking from traditional left/right position and look for common goals/interest in all political parties/MP's.

In summary, we need to communicate, forge alliances, and represent members.

RICHARD OLSEN - TWU - Told the TWU story of Ansett collapse from his experience:

- Meeting with John Howard at airport, returning from New York 14 September 2001 – 3000 workers waiting.
- Beginning of GEERS scheme.

Referred to RMTU's discussions on increase of union fees. TWU recently had some experience – always a difficult decision for unions to increase fees.

Anticipating 14% growth in membership in 2013. Growth is the focus of TWU – membership focus in everything TWU does.

Negotiations – June 2013 'Majors' agreements are up (Toll/Linfox etc)

It has taken the strategy of increasing superannuation contributions in agreements to get money in members' pockets in the long term.

The focus is on union rights in agreements.

Fair Work Act

Referred to Ports:

- Waiting times for drivers can be significant – that time is often unpaid.
- We have fought to ensure drivers are paid for this wait time – broadened this out to delegates – anywhere they are waiting for a load.

Safe Rates Campaign

It began in the mid 90's. It arose from 2 decades of drivers getting killed on the roads. The blame was always put at the truck drivers' door, no matter what.

Safe Rates Legislation – goes into Courts – deals with rates of pay and issues of safety for truck drivers. Drivers get the pressure put on them to get the goods to market, in extremely tight timeframes. Health and Safety goes out the window [330+ truck drivers die per year]. Safety on roads is determined not by the drivers on the roads but by the people behind the scenes who are making the big money – e.g. Woolworths.

GARY KEANE – MUA - ITF experience in France – Ports of Convenience massive protest, turned back legislation.

Expressed fraternal greeting from Paddy Crumlin, rank and file members and Executive.

Referred to TOLL – origins of, consistently poor behaviour, still dealing with their rubbish.

Referred to Jim Quinn's speech. Delegates hitting him with the reality of Health and Safety – significant issues on the ground. Could be any CEO in any industry, unfortunately.

Attended the National Council of MUA last week. Reflected on the last 12 months. Privatisation of ferries a huge issue. Politically difficult to stop, can run public campaign with community support – went over to private owners with enterprise agreement – retained terms and conditions, kept redundancy Port Sydney (\$150m), Newcastle, Kembla (\$50m) – government going to privatise 2 ports – will join Newcastle (coal).

The government is cash strapped – selling off to raise cash, throwing money at everything 6 months before the election to make them look good.

Dual economy in Australia - manufacturing is struggling, mining is good.
Achieved National Shipping Strategy after 14 years.

At the end of their presentation guests were presented with gifts of appreciation.

15. RMTU on the International Stage

Aubrey Wilkinson, Wayne Butson, Howard Phillips, Ruth Blakeley, Dave Marden, Doug Blakie and John Kerr all reported on their recent international attendances as RMTU representatives to international forums.

MORNING TEA

16. NZ Affiliates

NZ Affiliates addressed conference on current issues and local unity.

Mea'ole Keil SWFU - Living Wage Campaign www.livingwage.org

SWFU are the lowest paid members/workers in New Zealand. Cooks, cleaners, caregivers, security guards etc are near or on the minimum wage, dependant on whatever the minimum wage is set at. The time has come for change, for workers to have a life, participate in society and pursuit of happiness

- Addressing poverty through lifting wages
- Community support, being part of our communities or communities recognising unions are part of every community
- If we remove everything else we are the same people with the same goals – we want the best for our communities, our families, our Society
- Cleaning work – In Auckland the cleaners are predominantly Maori and Pacific Islanders, so they are the 'face' of the movement but the fact is that cleaners are predominantly Pakeha.

A member of the SWFU who works as a cleaner, also spoke:

"I am a mother, grandmother, wife and cleaner who came from Samoa with my husband in 2001.

On cleaning wages life is hard - \$13.85 per hour – 35c more than the minimum wage and not high enough to make ends meet.

"I work 12 hour days, including weekends, therefore unable to be with my family. Sometimes we turn the fridge off to save power.

"I care for 4 grandchildren because I have told their parents to study and have a better life.

"What we are paid is not the value of our job – our job is important, just as important as the clever ones sitting in the office.

"I stood up at the launch of the Living Wage Campaign to support my fellow workers.

"With everyone's support we will win the campaign.

"Thank you all for the opportunity to speak at your Conference."

Andrew Cassidy First Union – Living Wage Campaign www.livingwage.org

1. A Living Wage
2. Jobs for All
3. Secure Jobs
4. Health & Safety

AFFCO, CMP, POA – casualisation of work – global problem – we cannot as trade unionists tolerate that.

People must be secure in their jobs – not be hounded and harried at their job and targeted by “performance improvements”, “lean manufacturing”, “continuous improvement” – all designed to drive workers out of their jobs that the employer perceives (the worker) as not being useful.

Health and Safety – when employers say “H&S” is our number one priority – the only answer is BULLSHIT – the number one priority for business is profit.

Currently doing review of H&S – Government feeling some pressure in that department driven by the Pike River disaster.

Andrew commented he works across a variety of sectors – in the end we are all workers – our issues are the same.

At the end of their presentation guests were presented with gifts of appreciation.

LUNCH

17. NZ Railways Staff Welfare Trust

The General Secretary Wayne Butson introduced Welfare Manager Chris Ball who advised members of the Trust’s services and benefits, and talked about recent changes including the new facility at Mount Maunganui.

Chris Ball reminded members that we are the guardians of these assets and it is our job to look after them for our own, and future members’ use so when people do not look after the units during their stay we take that seriously – they are de-valuing our assets – not acceptable, will be followed up.

At the conclusion of his presentation Chris was presented with a gift of appreciation by Shane McNae.

See Appendix F Page 53 for the power point presentation.

18. Training Session – Conference Delegates as Leaders within the RMTU

John Kerr and Todd Valster led Delegates in a training session which focused on leadership within the RMTU.

- Build active members.
- Use the resources we have to create what we need to achieve what we want
- Delegates made a commitment to a small action at work (within first week) to build leadership, unionism the job.

See Appendix G Page 58 for the presentation.

19. UnionAid

Ross Wilson gave a presentation on his experience working in Burma where Unions have been illegal for 50 years. People not sure what Unions are but are giving it a good go and after six months there are 234 Unions.

Young people are picking up the opportunity – almost all of the Union leaders are 30 years old or less. In most factories workers have to pay to go to the toilet – every time they go money is deducted from wages – so young people are really picking up on how important workers’ rights are.

Nanette Cormack (TEU):

- working with the Federated Trade Unions of Burma
- set-up on the Thai border (MESOT)
- funding young women to train as machinists
- go to work in sweatshops

- strange thing for Unions to be doing
- alternative for these young women is far worse.
- Tamil Nadu – Dalit people – worker co-operatives based on traditional crafts and (with Government grants) beginning agriculture development.
- Gareth Morgan is supporting this work in Tamil Nadu (2 year project – a lot of people we work with are young.
- Bringing people to NZ for six months – train them in administration, education, union principles and understanding.
- Thanked RMTU for ongoing contributions.
- No staff employed by UnionAid – all volunteers so any money goes directly to UnionAid.
- Federated Trade Union of Burma School – children of migrant families in MESOT – RMTU has agreed (with MUNZ) to assist with transport for these children to and from school – they are vulnerable on the street therefore transport required.

20. Rule Changes

The General Secretary Wayne Butson advised that Legislation requiring unions to ballot prior to taking industrial action had been passed into law and that Geoff Davenport provided an opinion to the Union, which was read to the Conference. He explained the legal definition of 'strike'. People often/generally think 'strike' is walking out the gate – not legally the case – 'Strike' is 'any deviation from your normal work'.

It was **resolved** that under Rule 42 "Elections and Ballot Methods" the following be added:-

- 42.1.7 Where a secret ballot of members is required by statute.**
- 42.8 Where any secret ballot of members is required by statute, a secret ballot shall be conducted as follows:**
- 42.8.1 The Union (via the General Secretary or his/her nominee) shall, at its sole discretion, determine the form of the secret ballot, which may include, but is not limited to, a secret postal ballot, or a secret ballot of the members at a meeting(s), or a combination of any form of ballot as the Union decides.**
- 42.8.2 The ballot will cover the question required to be posed by the statute.**
- 42.8.3 The ballot will be determined by a simple majority of those members who are entitled to vote, and who do vote.**

Moved/Seconded: Wayne Butson/Doug Blakie

Carried

AFTERNOON TEA

21. AIL Presentation

The General Secretary Wayne Butson introduced Mario Soljan from American Income Life who gave a presentation to Delegates on the services and benefits offered to members by AIL Insurance.

After his presentation Mario was given a gift of appreciation.

Conference Adjourns Day 2

DAY 3 Thursday 25 October 2012 – White Ribbon Day

Conference reconvenes – Roll Call

22. United Credit Union

Anna Kenny representing the United Credit Union, the largest industrial based credit union in New Zealand, gave a presentation to Delegates on the benefits of joining.

At the end of her presentation Anna was presented with a gift of appreciation by William Staniland.

23. NZ Labour Party

The General Secretary Wayne Butson introduced David Shearer and Phil Twyford who addressed delegates on matters relating to NZ Transport.

At the conclusion of their addresses David and Phil were presented with gifts of appreciation by John Murfitt.

See Appendix H Page 63 for the Phil Twyford's presentation.

24. Green Party of Aotearoa New Zealand – Russel Norman

The General Secretary Wayne Butson introduced the Co-leader of the Green Party Russel Norman who spoke on this party's stance relating to New Zealand Transport.

At the conclusion of his address Russel was presented with a gift of appreciation by Karen Fletcher.

MORNING TEA

25. Health & Safety Training

Hazel Armstrong of Hazel Armstrong Law and Karen Fletcher RMTU Health & Safety Organiser led an interactive session on the EPA, Safety Cases of Interest, Tunnels and ACC.

See Appendix I Page 66 for the presentation.

At the conclusion of their presentation Hazel and Karen were presented with gifts of appreciation by Don Bates.

26. Internationals Question and Answer Panel

The international guests reconvened as a panel to discuss issues facing their industry(s) following presentation from previous day.

27. Marxism 2012 Conference Report

The General Secretary Wayne Butson introduced Dave Kearns who reported to Conference on his attendance and experiences at the Marxism 2012 Conference in Melbourne.

Two workshops that Dave focussed on in his presentation were the 1998 Patrick's dispute and Activities of an Afghan Activist – Malai Joya.

At the conclusion of his presentation Dave was presented with a gift of appreciation by Wayne Butson.

28. NZ Harbours Superannuation Plan and Loco Engineers Sickness Accident & Death Benefit Fund(s) Reports

Roy Cowley reported to delegates on the performance and activity of both Funds.

At the conclusion of his presentation Roy was presented with a gift of appreciation by Warren Stoddart.

29. NZ Economy Discussions

The General Secretary Wayne Butson introduced the NZ Council of Trade Unions' Economist Bill Rosenberg who discussed the NZ Economy and the implications for workers and their families.

At the conclusion of his presentation Bill was presented with a gift of appreciation by Joseph Gibson.

See Appendix J Page 71 for the presentation.

30. Health and Safety Review

CTU Economist Bill Rosenberg and RMTU Health & Safety Organiser Karen Fletcher discussed the health & safety review and implications to workers and their families.

See Appendix K Page 92 for the presentation.

31. Conference Closing Address

NZ Council of Trade Unions National Secretary Peter Conway gave the closing address. He brought delegates up-to-date on the issues facing the trade union movement in New Zealand.

At the conclusion of his presentation Peter was presented with a gift of appreciation by John Millward.

32. Conference Ends/ Farewells

The President Aubrey Wilkinson thanked all Delegates for their input and insight and wished everyone a safe journey back to their respective home bases.

APPENDIX A

**RAIL & MARITIME TRANSPORT UNION
NATIONAL PRESIDENT'S REPORT
ANNUAL CONFERENCE 23/25 OCTOBER 2012**

I welcome you all to our 18th National Conference.

We as a union and you as conference delegates, have a lot of important decisions to make. I remind you all that this is the highest decision making body of our union, and we require your full participation over the next 3 days as we map our direction going forward.

At our previous conference, we debated the need to return to fundamental principles. Not to reinvent ourselves, our union, or our core values, but to again realise what true collectivism looks and feels like.

I cannot remember a time when our collective unions in this country have ever come under so much scrutiny, pressure and endured so many major attacks. I have been heartened and proud of how we in the RMTU have performed collectively.

Now is an opportune time for us all to endorse our conference theme for the year ahead **"TIME FOR A CHANGE"**.

In my travels around our branches I have been amazed at some changes some of our branches have made to become more effective. I would like us all to recognise our Picton branch in particular, who have brought our Rail and Port members together into a more effective and cohesive branch. A branch that can only benefit our members and our union as a whole.

Analysing the Picton branch, I now urge other branches that operate in the same towns or cities, to consider moving to such a model, as a plan going forward. Well done to our Picton branch brothers and sisters for being the first to achieve such a fine example of a sound branch structure.

You may have heard the language used throughout our union, breaking down the divisions within our membership. We all know that divisions create an organisation that holds no benefit for us. We much continue to change our thinking and continue to dissolve these divisions that if left unchecked, will create chaos. I call for us all to remain constantly vigilant.

Moving now to the management of our organisation. I will firstly recognise and thank you Wayne, for the amount of effort you have gone to in looking after the interests and wellbeing of our members. Some of us may not realise, but this not only includes dealing with managers and CEOs, but also with other unions and politicians. So from us all, our sincere thanks and gratitude.

To the NMC, thank you all for your collective support and outstanding efforts to date. As the governing body of our union between conferences, I believe you have all done an amazing job, as challenging as that does become from time to time.

To our organisers and staff, it can be a challenging time for your all, especially with the colourful characteristics of the women and men within our union. From us all, thank you so much for your continued efforts.

I welcome to the RMTU our two part-time staff members Mani Raumatī and Karen Fletcher.

We all appreciate the work you have done so far Mani for our Wellington branch and region. Your impact has truly been significant and of high value. Thank you bro.

Karen, we too hold you and your efforts in high regard. As the RMTU Health and Safety Organiser, you have literally hit the ground running. You have made a significant impact with regards to health and safety throughout all our industries, and also raising the RMTU's inherent philosophy of "Safety First" can only benefit us all. On behalf of our members and our members' families, thank you and please keep up the good work.

To our men and women on the industrial councils, our branch officials, delegates, and activists, from us all, we sincerely commend you all for the work you do for our members. Union work which is often performed in your own time, for little or no reward. You all truly epitomise what a solid unionist is.

I will close with our conference theme **"TIME FOR A CHANGE"**.

A change that will make our organisation more powerful, more influential and more effective. I speak of amalgamation with another union or other unions as written in our Policy Manual. Over this past year, I and others have endured a lot of issues, been enraged beyond belief with some of the antics towards us. I take the view that my personal feelings pale to insignificance, when it comes to the wellbeing of our union. Amalgamation I believe is the path forward to better protect the working women and men of our respective industries.

APPENDIX B

RMTU CONFERENCE 2012 CHALLENGES AND OPPORTUNITIES

Geoff Davenport
Partner



Introduction

- My grounding
- Tainui (1994)
- The immense value of RMTU membership

The Erosion of worker rights

- 90 day trial period
- “would” is now “could” - section 103A
- Reinstatement is no longer the primary remedy

Future National Changes?

- Removing 30 day rule
- Removing obligation to conclude a collective agreement
- Ability for employer to opt out of a MECA

Challenges also provide opportunity

- Membership recruitment – tough times illustrate the value of membership
- Employer's cutting their own resources – an opportunity for the RMTU
- Information is power – section 4(1A)(c)

Legal Strategy does not work on its own

- Industrial strategy
- Political Strategy

The RMTU's staff and delegates

- Huge value

The Future?

- Change will continue
- We need to do as much as we can to illustrate the RMTU's value and relevance
- We need to request and utilise information strategically – section 4(1A)
- We need to sift and distinguish between “spin” and critical and strategic information.
- We need to use different strategies (legal/ industrial/ and political) together

APPENDIX C

**Rail & Maritime Transport Union Incorporated
Financial Statements
For the Year Ended 30 June 2012**



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INDEPENDENT AUDITOR'S REPORT

To the Members of Rail & Maritime Transport Union Incorporated ("Society")

Report on the Financial Statements

We have audited the financial statements of the Society which comprise the statement of financial position as at 30 June 2012, the statements of financial performance, and statement of movements in members' funds for the year then ended, and a summary of significant accounting policies and other explanatory information.

Committee's Responsibility for the Financial Statements

The Committee is responsible for the preparation and fair presentation of these financial statements in accordance with generally accepted accounting practice in New Zealand; and for such internal control as the Committee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing (New Zealand). Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Society's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates, as well as evaluating the presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Our firm provides other assignments on behalf of the Society in the area of providing taxation services; we have no other relationship with, or interests in, the Society.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the statement of financial position as at 30 June 2012, the statement of financial performance, and statement of movements in members' funds for the year then ended in accordance with generally accepted accounting practice in New Zealand.

WHK Wellington Partnership
CHARTERED ACCOUNTANTS
15 October 2012

better advice for a better life



**Rail & Maritime Transport Union Inc
Statement of Financial Performance
For the Year Ended 30 June 2012**

INCOME	Note	2012	2011
		\$	\$
Interest Received		101,809	106,329
LE Superannuation Trust Fund		34,215	31,552
NZ Harbours Super Fund Admin		11,454	11,176
Subscriptions - Union Fees		1,554,874	1,494,121
Subscriptions - Strike Fund		44,800	42,750
Profit on Sale of Assets		496	-
Shared Use of Premises Income		19,892	17,000
		1,767,539	1,702,928
EXPENDITURE			
Administration: General			
Affiliation Fees		34,031	34,942
Audit Fees		7,500	11,440
Bank & Account Fees		1,606	1,490
Cleaning		5,005	4,878
Communications		27,425	25,949
Conferences & Seminars		33,692	17,902
CTU Conferences & Seminars		8,668	11,785
Depreciation		37,173	36,352
Donations		38,341	26,254
Electricity		4,332	4,486
E W File Scholarship		3,000	3,040
Funeral Benefit & Expenses		7,361	22,191
General Expenses		4,573	4,263
Insurance		12,559	10,497
Interest		495	742
International Transport Workers' Federation		4,484	18,872
Legal Expenses		14,057	2,175
Loss on Sale of Assets		-	9,825
National Conference Expenses		40,429	31,091
NMC Expenses		18,550	15,480
Overseas Unions		25,810	28,259
Postage & Couriers		6,041	5,880
Printing & Photocopying		44,424	35,872
Professional Fees		355	6,155
Publications & Subscriptions		3,395	4,044
Rental		54,696	54,412
Repairs & Maintenance		23,317	25,675
Security		1,003	1,056
Social Expenses		2,463	1,715
Stationery & Equipment		16,363	19,659
Union Magazine		35,637	33,212
		516,783	509,593

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The accompanying notes form part of, and are to be read in conjunction with these financial statements.



Rail & Maritime Transport Union Inc
Statement of Financial Performance (cont.)
For the Year Ended 30 June 2012

	Note	2012 \$	2011 \$
Administration: Staff			
ACC Levies		2,976	3,377
Fringe Benefit Tax		10,932	11,080
Motor Vehicle Expenses		53,354	54,785
Salaries		622,107	606,099
Staff Education & Training		5,263	12,860
Staff Leave		784	(9,292)
Staff Selection Expenses		-	4,834
Superannuation		54,360	49,707
		749,775	733,450
Administration: Industrial			
ACC Member Services		22,507	16,741
Amalgamation Meetings		-	4,405
Branch Capitation & Expenses		47,525	56,544
Branch Visits		25,015	17,457
Campaigns & Special Projects		34,218	6,802
Contract Negotiations: Ports		6,612	12,217
Contract Negotiations: Rail		29,939	34,429
Contract Disputes		-	22,287
Delegates' Training		7,567	5,108
Industrial Councils		1,028	-
Labour Party Affiliates Meetings		599	3,695
Personal Grievances & Comp		91,506	48,481
Rail Safety Management		11,481	465
Workers' Memorial Day		1,869	1,590
		279,865	230,221
Total Expenditure		1,546,422	1,473,264
Transfer to Strike Fund		44,800	42,750
National Office Net Surplus before Tax		176,318	186,914
Branch Net Surplus before Tax		106,074	116,279
Provision for Taxation	2	29,199	33,203
Net Surplus for Year		\$ 253,192	\$ 269,991

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The accompanying notes form part of, and are to be read in conjunction with these financial statements.



Rail & Maritime Transport Union Inc
Branch Statement of Financial Performance
For the Year Ended 30 June 2012

INCOME	2012	2011
	\$	\$
Branch Honoraria from NO	33,473	45,717
Dividends Received	12,898	11,683
Interest Received	11,340	12,102
Local Branch Fee	56,674	52,393
Christchurch Earthquake Donations	-	17,020
	114,385	138,915
EXPENDITURE		
Administration: General		
Bank Fees	65	79
Cleaning	1,536	1,237
Communications	2,299	1,673
Conferences & Seminars	3,457	6,178
Depreciation	1,186	1,284
Donations	12,058	12,990
Donations/Payments re Christchurch Earthquake	971	2,735
Funeral Expenses	96	(1,651)
General Expenses	562	568
Farewell to Bill Houston	-	361
Insurance	-	281
Legal Expenses	425	-
National Conference Expenses	8,313	3,961
Meeting Expenses	5,531	6,079
Office Relocation	-	436
Postage & Couriers	701	683
Printing & Photocopying	516	635
Publications & Subscriptions	165	168
Rental	-	341
Railways Welfare Subscriptions	1,220	1,295
Repairs & Maintenance	2,215	678
Social Expenses	4,825	3,351
Stationery & Equipment	6,230	3,646
Welfare Payments	783	424
	53,156	47,432
Administration: Staff		
Salary Reimbursement to NO	15,234	13,698
	15,234	13,698

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The accompanying notes form part of, and are to be read in conjunction with these financial statements.



**Rail & Maritime Transport Union Inc
Statement of Movements in Members' Funds
For the Year Ended 30 June 2012**

	Note	2012 \$	2011 \$
Opening Accumulated Funds		3,063,748	2,736,722
Plus Strike Fund		44,800	42,750
Plus Christchurch Earthquake Reserve		-	14,285
Plus Surplus		253,192	269,991
TOTAL MEMBERS' FUNDS	10	\$ 3,361,739	\$ 3,063,748

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The accompanying notes form part of, and are to be read in conjunction with these financial statements.



Rail & Maritime Transport Union Inc
Statement of Financial Position
As At 30 June 2012

	Note	2012	2011
		\$	\$
CURRENT ASSETS			
Bank Accounts	5	593,460	523,253
Accounts Receivable	3	19,820	12,804
Interest Accrued	4	24,508	10,311
Tax Refund Due	2	1,047	3,746
Total Current Assets		638,834	550,114
NON CURRENT ASSETS			
Fixed Assets	6	166,270	168,252
Investments	7	2,767,819	2,554,862
Total Non Current Assets		2,934,089	2,723,114
Total Assets		\$ 3,572,923	\$ 3,273,228
CURRENT LIABILITIES			
Accounts Payable	8	104,586	99,188
Current Portion of Finance Lease	11	-	1,622
GST Payable		24,789	24,420
Konemu Provision		9,677	12,903
Provision for Leave		65,781	64,997
LE Reunion Trust Fund		6,350	6,350
Total Current Liabilities		211,184	209,481
NON CURRENT LIABILITIES			
Non Current Portion of Finance Lease	11	-	-
Total Non Current Liabilities		-	-
NET ASSETS		\$ 3,361,739	\$ 3,063,748

Represented by:

MEMBERS' FUNDS	10	\$ 3,361,739	\$ 3,063,748
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Signed on behalf of the National Management Committee

General Secretary

15 October 2012
Date

National President

15 October 2012
Date

The accompanying notes form part of, and are to be read in conjunction with these financial statements.



Rail & Maritime Transport Union Inc Notes to the Financial Statements For the Year Ended 30 June 2012

1. STATEMENT OF ACCOUNTING POLICIES

Reporting Entity

The Rail & Maritime Transport Union is incorporated under the Incorporated Societies Act 1908.

Differential Reporting

The entity qualifies for Differential Reporting as it is not publicly accountable, and it is not a large entity. Accordingly, advantage has been taken of all differential reporting exemptions.

The financial statements have been prepared in accordance with NZ GAAP.

Measurement Base

The general accounting policies recognised as appropriate for the measurement of results, and financial position have been followed in the preparation of these financial statements. The historical cost method, as modified for the revaluation of certain assets, has been followed.

Particular Accounting Policies

The particular accounting policies which materially affect the measurement of results, and financial position have been applied as follows:-

Accounts Receivable

Accounts receivable are stated at expected realisable value.

Fixed Assets

Fixed Assets are stated at cost less accumulated depreciation.

Leasehold Alterations	6.5-13.5% S.L.
Motor Vehicles	18.0% S.L.
Office Furniture and Equipment	8.0-40.0% S.L.

Goods and Services Tax

The Statement of Financial Performance has been prepared so that all components are stated exclusive of GST. All items in the Statement of Financial Position are stated net of GST, with the exception of accounts receivable and accounts payable, which include GST invoiced.

Valuation of Investments

Investments are valued at market value. Changes in market value are taken to the Statement of Financial Performance.

Operating Leases

Operating lease payments have been included as expenses in the Statement of Financial Performance in the period in which they are incurred.

Finance Leases

Assets acquired by way of finance lease are stated initially at an amount equal to the present value of the future minimum lease payments, and are depreciated as assets. The interest expense component of finance lease payments is recognised in the Statement of Financial Performance using the effective interest rate method.



Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30 June 2012

1. STATEMENT OF ACCOUNTING POLICIES (Continued)

Taxation

All non-member income including investment income is taxable for income tax purposes. The Union receives a \$1,000 exemption from income.

The income tax expense recognised in the Statement of Financial Performance is the estimated income tax payable in the current year, adjusted for any differences between the estimated and actual income tax payable in prior years.

	2012	2011
	\$	\$
2. <u>TAXATION</u>		
Interest & Dividends Received: National Office	101,809	106,329
Interest & Dividends Received: Branches	29,755	28,793
Sundry Income	-	-
Less: \$1,000 exemption	(1,000)	(1,000)
Allowable Deductions	(6,578)	(6,756)
Taxable Income	123,986	127,366
 Tax on Taxable Income	 34,716	 38,210
Less: Imputation Credits	(5,517)	(5,007)
	29,199	33,203
 Tax Due:		
being National Office	22,595	26,128
being Branches	6,604	7,075
	29,199	33,203
 Less: Taxation Paid (incl: RWT & Provisional Tax)	 (30,246)	 (36,949)
Taxation Payable / (Refund Due)	(1,047)	(3,746)
 3. <u>ACCOUNTS RECEIVABLE</u>		
Accounts Receivable consists of:		
National Office Receivables	15,161	8,637
Branch Receivables	4,659	4,166
	19,820	12,804
 4. <u>INTEREST ACCRUED</u>		
Interest Accrued consists of:		
National Office Accruals	22,720	9,353
Branch Accruals	1,788	958
	24,508	10,311



Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30 June 2012

	2012 \$	2011 \$
5. <u>BANK</u>		
Bank Consists of:		
Bank of New Zealand Current Account	72,454	81,513
Branch Bank of New Zealand Accounts	169,851	156,562
Credit Union Baywide	240,192	135,164
Westforce Credit Union	13,166	12,819
Bank of New Zealand Call Account	87,779	127,125
Branch Bank of New Zealand Call Account	9,678	9,577
Petty Cash	340	492
	<u>593,460</u>	<u>523,253</u>
6. <u>FIXED ASSETS</u>		
Leasehold Alterations	64,413	64,413
Less: Accumulated Depreciation	6,984	1,990
Book Value	<u>57,429</u>	<u>62,423</u>
Motor Vehicles	96,880	88,595
Less: Accumulated Depreciation	29,649	25,111
Book Value	<u>67,231</u>	<u>63,483</u>
Office Furniture & Equipment	104,927	99,384
Less: Accumulated Depreciation	63,317	57,038
Book Value	<u>41,610</u>	<u>42,346</u>
TOTAL FIXED ASSETS	266,220	252,391
Less: Accumulated Depreciation	99,950	84,139
	<u>166,270</u>	<u>168,252</u>
7. <u>INVESTMENTS</u>		
Investments consist of:		
BNZ Legal Reserve Account	400,000	400,000
BNZ Term Deposit	400,000	358,116
BNZ Term Deposits - Branches	169,145	165,110
KiwiBank - Term Deposit	197,000	150,000
The Co-operative Bank Term Investment	1,104,454	1,070,000
Westpac Term Deposit	70,000	70,000
Auckland International Airport Common Stock	14,933	13,617
Northland Port Corporation Common Stock	8,000	6,560
Port of Tauranga Shares	404,287	321,459
	<u>2,767,819</u>	<u>2,554,862</u>
8. <u>ACCOUNTS PAYABLE</u>		
Accounts Payable consists of:		
National Office Payables	102,469	97,724
Branch Payables	2,117	1,464
	<u>104,586</u>	<u>99,188</u>



**Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30 June 2012**

	2012 \$	2011 \$
9. <u>FINANCIAL INSTRUMENTS</u>		
The carrying amount of all material assets and liabilities are considered to be equivalent to their fair value. The union has no off balance sheet financial instruments. Financial instruments which potentially subject the union to credit risk consist of cash, deposits and debtors. The union places its cash and deposits with financial institutions of high credit worthiness to minimise its exposure to significant concentrations of credit risk. All cash and deposits are with BNZ, The Co-operative Bank and local Credit Unions. The union has no exposure to foreign currency risk.		
10. <u>MEMBERS' FUNDS</u>		
Members funds consist of:		
National Office Opening Balance	1,683,602	1,529,890
Plus: Surplus	147,119	153,712
Closing Balance	<u>1,830,721</u>	<u>1,683,602</u>
Branch Opening Balance	789,021	672,742
Plus: Surplus	106,074	116,279
Closing Balance	<u>895,095</u>	<u>789,021</u>
Legal Expenses Fund	400,000	400,000
Strike Fund Opening Balance	176,839	134,089
Plus: Surplus	44,800	42,750
	<u>221,639</u>	<u>176,839</u>
Christchurch Earthquake Reserve Opening Balance	14,285	-
Plus: Donations for Earthquake Relief	-	17,020
Less: Relief Payments to Members	-	(2,735)
Closing Balance	<u>14,285</u>	<u>14,285</u>
Total	<u><u>3,361,739</u></u>	<u><u>3,063,748</u></u>

11. FINANCE LEASES

Finance leases are secured over the assets to which they pertain. Finance rates which are fixed for the term of the agreement are detailed below along with the original term.

- (a) Lease Agreement between the Union and Finance Now regarding two Mitsubishi Heatpumps. The Agreement commenced at 2 March 2009 over a period of 36 months and the finance rate is 16%.

Leases outstanding at balance date:

Finance Now	-	1,622
	<u>-</u>	<u>1,622</u>
Repayable as follows:-		
Non Current Liabilities	-	1,622



**Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30 June 2012**

	2012 \$	2011 \$
12. <u>OPERATING LEASE COMMITMENT</u>		
Lease agreement between the Union and Ricoh Finance regarding one Ricoh Printer. Commitments under operating lease in respect of rentals due to be made in the following years.		
Lease outstanding at balance date:		
Current Liabilities	26,040	26,040
Non Current Liabilities	49,910	75,950
	<u>75,950</u>	<u>101,990</u>

APPENDIX D

Budget to 30 June 2012

Income

	A/c No	Actual @ 30/06/11	Budget 30-06-12	Budget 30-06-11
Interest Received (gross)	4130	101,808.62	109,894.59	106,487.12
LE Superannuation Trust Fund Administration	4140	34,214.87	36,000.00	36,000.00
NZ Harbours Super Fund Administration	4160	11,453.76	10,000.00	11,500.00
Subscriptions - Union Fees	4180	1,554,874.24	1,464,979.80	1,576,886.76
Subscriptions - Strike Fund	4181	44,799.55	42,087.88	45,821.88
Shared Use of Premises Income	4195	19,892.28	20,331.97	19,892.27
Sundry Income	4200	0.00	100.00	100.00
		1,767,043.32	1,683,394.24	1,796,688.03

Expenditure

Administration

Affiliation Fees	5120	34,030.67	35,322.30	41,300.00
Audit Fees	5130	7,500.00	7,875.00	11,800.00
Bank Charges	5140	1,606.44	1,688.06	1,565.57
Cleaning	5150	5,004.50	5,040.00	4,910.00
Communications	5170	27,424.63	28,000.00	31,000.00
Conferences & Seminars	5180	33,692.26	30,000.00	18,500.00
CTU Conferences & Seminars	5190	8,668.19	10,000.00	13,000.00
Depreciation: Office Furniture & Equipment	5200	16,846.06	15,934.52	13,323.84
Depreciation: Leasehold Alterations	5210	3,882.36	3,882.36	3,882.36
Depreciation: Motor Vehicles	5220	16,444.16	17,438.40	15,947.04
Donations	5230	38,340.56	40,000.00	20,000.00
Electricity	5250	4,332.45	4,500.00	4,700.00
EW File Scholarship	5260	3,000.00	3,000.00	3,000.00
Funeral Benefit	5270	7,361.48	12,000.00	18,000.00
General Expenses	5280	4,573.04	4,500.00	4,500.00
Insurance	5290	12,558.84	13,000.00	10,500.00
Interest	5300	494.56	0.00	494.56
International Transport Workers' Federation	5310	4,483.93	10,000.00	22,000.00
Legal Services	5330	14,056.81	10,000.00	10,000.00
National Conference Expenses	5350	40,428.61	37,000.00	45,000.00
NMC Expenses	5360	18,550.31	15,000.00	17,000.00
Overseas Unions	5380	25,810.06	27,000.00	30,000.00
Postages & P O Box Rental	5390	6,040.83	6,500.00	6,500.00
Printing	5400	44,424.15	46,000.00	37,000.00
Professional Fees	5410	355.00	1,000.00	7,000.00
Publications & Subscriptions	5430	3,394.84	4,000.00	5,000.00
Rental	5440	54,695.56	55,500.00	56,500.00
Repairs & Maintenance	5470	23,317.31	30,000.00	27,000.00
Security	5480	1,002.94	1,500.00	1,500.00
Social Functions	5490	2,463.22	2,000.00	2,000.00
Stationery & Equipment	5520	16,362.70	18,000.00	20,000.00
Union Journal	5530	35,636.50	36,000.00	35,000.00
		516,782.97	531,680.64	537,923.37

Staff

Accident Compensation Levies	6110	2,975.52	3,052.89	3,377.07
Fringe Benefit Tax	6120	10,932.03	10,948.90	11,079.80
Motor Vehicle Expenses	6130	53,353.63	56,000.00	56,000.00
Salaries	5140	622,107.04	660,000.00	650,000.00
Staff Education & Training	6150	5,262.78	6,000.00	16,500.00
Staff Leave	6160	783.71	65,781.13	70,279.38
Superannuation	6170	54,360.01	57,179.68	51,221.65
		749,774.72	858,962.60	858,457.90

Industrial

ACC Member Services	7110	22,506.68	25,000.00	20,000.00
Alliance Charter/Amalgamation Meetings	7120	0.00	1,000.00	5,500.00
Branch Capitation & Expenses	7130	47,524.50	56,551.00	58,796.00
Branch Site Visits	7140	25,014.57	25,000.00	25,000.00
Campaigns & Special Projects (incl Greenfield sites)	7150	34,218.09	35,000.00	30,000.00

Collective Agreement Negotiations:

NOM*

Expires:

G/L Code:

- C3 Limited	249	30/06/2012	7160-C3LTDD	83.81	100.00	1,000.00
- Centreport Ltd	38	8/03/2013	7160-CNTPRT	9.83	100.00	50.00
- Champion Flour Mills (Goodman Fielder)	39	31/07/2013	7160-CHAMPI	47.83	50.00	50.00
- Cityline Hutt Valley Ltd	5	6/12/2010	7160-CITYLN	0.00	100.00	100.00
- Cosmopolitan Club	4	30/09/2009	7160-COSICL	0.00	0.00	
- Farmers Industries Ltd	4	31/03/2012	7160-FARMIN	0.00	0.00	
- Halls Refrigerated Transport	2	30/06/2012	7160-HALLSC	0.00	100.00	100.00
- KiwiRail Ltd	2,852	30/06/2012	7160-KIWIRA	16,055.58	20,000.00	20,000.00
- Lyttelton Port of Christchurch						
- General Collective	145	17/04/2014	7160-LYTPCO	0.00	50.00	150.00
- Logistics Officers Collective	14	21/08/2011	7160-LYTPCO	0.00	1,000.00	
- Norfolk Electrical & Communications	4	3/08/2012	7160-NORFRK	0.00	1,000.00	
- North Tugz	5	30/06/2012	7160-NHTTUG	0.00	1,000.00	200.00
- NZ Bus - GO Wellington	5	31/03/2012	7160-NZBUSS	8,738.31	100.00	100.00
- Orica New Zealand Ltd	15	31/03/2013	7160-ORICAC	0.00	0.00	
- Port Marlborough (NZ) Ltd	42	30/06/2012	7160-PTMARL	1,031.18	1,500.00	1,000.00
- Port Nelson Ltd	98	7/10/2012	7160-PTNELS	0.00	1,500.00	3,000.00
- Port of Napier Ltd						
- General Collective	97	30/09/2014	7160-PTNAPR	3,035.13	0.00	3,000.00
- Gotwald Crane Drivers Collective	7	30/06/2012	7160-PTNAPR		1,000.00	
- Port of Tauranga Ltd	68	31/03/2012	7160-PTTAUR	33.04	1,000.00	1,000.00
- Port Otago Ltd	57	9/07/2012	7160-PTOTAG	84.13	1,000.00	3,500.00
- Port Taranaki Ltd	58	30/03/2014	7160-PTTARK	2,287.36	1,000.00	1,000.00
- Prime Port Timaru Ltd						
- General Collective	60	21/01/2014	7160-PTTIMR	0.00	200.00	500.00
- Prime Port Timaru Marine & Corp Services: CA	3	21/01/2014	7160-PTTIMR			
- Quality Marshalling	4	17/08/2009	7160-QMARS	0.00		
- Southport + New Zealand Ltd	6	30/06/2014	7160-STHPRT	0.00		
- Taieri Gorge Railway	20	8/08/2012	7160-TAEIRI	0.00	1,000.00	150.00
- Toll Networks	158	30/06/2012	7160-TOLLNW	939.15	1,000.00	1,000.00
- Veolia Transport Ltd	387	30/06/2012	7160-VEOLIA	4,205.50	5,000.00	3,000.00
- Individual Agreements	259					
- Honorary Members	18					
	4,723					
Contract Disputes			7180	0.00	0.00	22,500.00

Delegates' Training	7190	7,566.79	8,000.00	5,500.00
Council Meetings	7170	1,028.21	1,000.00	0.00
Health & Safety Management	7240	11,481.08	11,500.00	5,000.00
Labour Party Affiliates Meetings	7220	598.79	1,500.00	4,000.00
Personal Grievances & Compliance	7230	91,506.13	100,000.00	50,000.00
Workers' Memorial Day	7250	1,868.83	2,000.00	2,500.00
		279,864.52	304,351.00	267,696.00
Total Expenditure		1,546,422.21	1,694,994.24	1,664,077.27
Income Over (Expenditure) Before Tax		220,621.11	(11,600.00)	132,610.76
Resident Withholding Tax Paid		28,002.36	32,968.38	35,140.75
Income Over (Expenditure) After Tax		192,618.75	(44,568.38)	97,470.01
Provision for Capital Expenditure *				
- Purchase of Assets	1740	41,357.86	50,000.00	63,000.00
		41,357.86	50,000.00	63,000.00
Income Over (Expenditure)		\$151,260.89	\$ (94,568.38)	\$34,470.01
All figures are GST Exclusive				

APPENDIX E

EIGHTEENTH REPORT OF THE NATIONAL MANAGEMENT COMMITTEE

For Presentation to Annual Conference

23, 24 and 25 October 2012

This is the eighteenth annual report of the National Management Committee and deals with the period from November 2011 to October 2012 and the financial year 1 July 2011 to 30 June 2012.

The NMC takes great pleasure in welcoming you to **YOUR** annual delegates' conference so that we can all share in a celebration of the Unions' successes during the last twelve months and to enable us to plan for the coming 12 months' successes which will be reported to Conference 2013 or 2014 (depending on how a remit to this Conference goes).

We have a lot to celebrate and feel proud about, as we have had another full and busy year as some of them we will discuss during Conference 2012.

At the same time we must acknowledge the first full year that our South Island Organiser John Kerr has spent with us.

Additionally we welcome Karen Fletcher to her first RMTU Conference as the Union's part time H&S Organiser and the return of Mani Raumati to the RMTU whanau as the part time Wellington Rail Branch Facilitator.

Our costs associated with the activities of the union namely bargaining, training and branch organising have remained within budgeted parameters over the last year but our costs to do with legal have increased substantially on last year and campaigning and ACC related activity has exceeded budget projection.

We continue to experience problems in utilising our loyal and hardworking key Branch officers/delegates as KiwiRail is making it more difficult for us to have delegates released for all manner of union related activity. This is especially acute for our locomotive engineer delegates and officers. Training is an area that was given higher priority this year but we remain frustrated that our efforts are often stymied by the employer declining leave applications. We are frequently struggling to get the necessary numbers released to form decent and effective class sizes. We continue to experience employer reluctance to paying wages "out of their budget" for delegates to deal with issues in other divisions let alone in some cases another company.

All in all though you would have to say we have had another successful year of operation with the vast majority of members happy with the Unions performance in our view.

THE UNION

Union Financial Management

The National Management Committee continues to adopt a cautious and prudent approach to financial management which embodies a philosophy of the Union living within its means. Our objective is always to achieve a surplus result on the basis of our member subscription income supplemented by investment income on reserves. In the year ended 2011 the Union achieved an acceptable income over expenditure surplus of \$269,991.00 and this year (2012) the National accounts are again in surplus by \$250,676.00 income over expenditure. Branch annual accounts are also in surplus this year of \$106,074.00 (2011 was \$116,279.00). The strike fund subscriptions in 2012 were \$44,800.00. The total in the Strike Fund is \$233,692.54.

The National Management Committee is cogniscent of the current economic situation and is aware of Collective Bargaining outcomes. Union staff wage increases are indexed to the rail sector and so internal costs for the Union

increased by 2.6% for 2011-12 and we await the outcome of this year's Kiwirail bargaining. Staff wages costs are the largest single expenditure item for the Union. The Union membership fee was last increased by 2% at 1 November 2010. It is proposed that the Union fee increase by 1% from 1 November 2012 and there is a remit to Conference to that effect.

A budget for the current year has been prepared to support the National Management Committee proposal and this will be discussed as a specific agenda item in conference. The budget is made on the basis of a loss of 500 members during the year and the "status quo" being maintained for Union operation. The budget indicates what the financial situation may be should there be no change to the Unions operation. A number of remits to be discussed during this Conference seek change to our current mode of operation. Should they not be passed then the National Management Committee will have to look for other ways to trim Union expenditure. The budget indicates a deficit for the year's operations of \$94,568.38 which would need to be funded out of reserves and is not in keeping with the philosophy of this Union.

We will have to monitor expenditure closely during the year but of course there are many items of expenditure that the Union has little or no control over that arise during the year.

The audited Financial Statements for the financial year 1 July 2011 to 30 June 2012 have been distributed and will be tabled and discussed during this conference. The NMC calls for the approval and adoption of the financial accounts.

Staff

Our Union team of paid staff is our greatest tangible asset. They have all done a great job during 2011 – 2012. Our Union continues to benefit from having a committed and professional staff, both industrial and administrative. Workloads for staff continue to be challenging at times. Our industrial/organising staff are accomplished at undertaking "systematic visit" schedules of branches (especially John Kerr) and as a consequence costs associated with branch have increased by almost 50% but the profile of the Union amongst members and support for delegates is at an even higher level as a result.

During the year one of our Wellington based organisers George Laird resigned for personal reasons. We wish George well in his career with the PSA where he now works.

At the time of George leaving the NMC reviewed the skill set of the organising staff against the Union's needs. This assessment identified that we were not performing as strongly as we wished in the area of Health and safety. A decision was made to recruit a Health and safety specialist who was also strongly aware of Union values and the organising model of Unionism. As a result we successfully recruited Karen Fletcher into the RMTU. Karen had previously worked for the NZCTU in the H&S team. Karen and Will have a young family and so Karen is not able to work full time so she works part time to ensure a good work life balance. We are very pleased to have Karen working for us and she has already made tangible difference in her engagement with H&S reps, delegates and employers.

Julia Harrison is the National Office administration assistant and secretary to the Trustees of the LE SAD Fund. She has had a stressful year with balancing her work and a skeletal issue which required surgery during the year. The Activist is Julia's favourite publication and she looks forward to the copying, folding, labelling and franking of it for distribution to delegates. Despite whatever is going on around her Julia remains cheerful and remains an invaluable member of the RMTU National Office team. During her absence rehabilitating from surgery Julia arranged her relief and Terry Thomas very ably filled the gap.

Phil Spanswick is our organiser for the central/eastern area of the North Island. Phil is based in our Mount Maunganui office. Phil has continued to grow the Union membership within his areas strongly. Phil has had a varied and challenging series of "issues" to deal with this year but in all ways has risen to the challenge. Phil is responsible for the Waikato Rail, King Country Rail, BOP rail and port and the Hawkes Bay rail and port branches.

Todd Valster is based in the Wellington National Office. Todd is the lead staff member on the KiwiRail (Freight) Industrial Council. Todd has relieved the General Secretary position and role during periods of overseas travel by the General Secretary. Todd is responsible for the support of the Palmerston North Rail, Taranaki port and rail, Hutt Shops, NZ Bus, Some areas of the Wellington Rail, Marlborough Port and Rail and Nelson Port branches. Todd led the Veolia Transport Bargaining this year as a result of Scott Wilson's absence. Todd continues to grow as a leader within the RMTU team.

Scott Wilson is based in the Westfield KiwiRail Freight Building. As the membership within the Auckland area has continued to grow so has his workload. Scott is responsible for the Auckland rail, and Northland port and rail branches. Scott is the Organiser responsible for supporting the KiwiRail Networks Industrial Council. This year has been very challenging with many issues with KiwiRail Networks taking a lot of time and effort. Scott's leadership skills have been to the fore again this year. Scott is absent from this Conference as he is taking a long break and does not resume duty until 5 November 2012.

Leonie Stieller is the National Office administration manager. Leonie has done a marvellous job during the last year in ensuring that the administration systems are able to support the organising growth of the Union. Her principal role is the administration of the Union's finances. Leonie is a strong member of the Union's leadership team.

Libi Carr is based in the Lyttelton office. She is employed as part-time admin assistant to the SI Organiser and branch secretary Lyttelton. She is employed full time in this role. Libi has fully and competently discharged her duties as the Lyttelton Port Branch secretary. The Lyttelton Branch Secretary - Admin Support position funding is a mix of National Office and the Lyttelton Port Branch.

John Kerr is the South Island organiser based in the Lyttelton office (although in truth he is rarely there). John has a strong set of skills especially in the training area. He is responsible for the Canterbury Rail, Lyttelton Port, Otago Rail and Port, Southland Rail and Port and West Coast branches. John has represented the RMTU at the TWU NSW conference and an ACTU Educators Conference (where he presented two workshops) in Australia.

Mani Raumati is the Wellington Rail Branch Facilitator employed on a part time basis. Mani's has successfully raised the profile of the Union within the Wellington rail branch by developing a network of noticeboards and improving communication channels within the branch. Recently he has commenced work on emulating this success within the Palmerston North branch.

Hazel Armstrong Law and her team provides advice in the Health and Safety, Personal Grievance and ACC areas as required. Hazel was employed by KiwiRail to chair the Otira Tunnel H&S review and the report is a tribute to the focus that she brought to the task. We look forward to her skills being utilised for the remaining 2 other "long" tunnels within the network.

Geoff Davenport (McBride, Davenport James) and his team provides high value, quality support, advice and advocacy on legal/Industrial matters. When coupled with our industrial strength his legal expertise makes the RMTU a strong force on multiple fronts.

The Union utilised the services of Glimmer Consultants (better known as Edgar Spark) one day a week for database maintenance and special projects up until 1 September 2012. Our Union database is now supported by Ron Dubin who is based in Diamond Harbour across the harbour in Lyttelton.

The Union pays for course study for staff members as professional development. Members of staff have attended courses domestically and internationally that will benefit their careers and service to members.

The National Management Committee would like to record their very sincere appreciation to staff for another productive year's work on behalf of the Union's members. Thanks to Leonie, Julia, Libi, John, Todd, Scott, Phil, George, Karen and Mani.

Training

The Union cannot expect to have good delegates without investing in this area. Delegates and our voluntary branch officials are the lifeblood of the Union. There is no doubt that without them this Union would not be able to undertake many of the functions that we do nor do them well. The NMC wishes to formally recognise and acknowledge the work of our many passionate, hardworking and loyal branch delegates and officials.

In the last 12 months delegates and members have completed a range of training.

The industrial organiser for the region is responsible for the training delivery with all other arrangements being handled out of National Office. Delegates who have been trained have also had to complete assessment forms and samples of these are available for the Dept of Labour for statistical purposes.

Recruitment

Last conference we reported that our membership was 4519 (full time) and 224 (casual) giving a total of 4743 and this year we have 4487 (fulltime) and 254 (casual) giving a total of 4741. This is an decrease of 2 members which shows a disarming level of stability which we know has or is about to change as a result of KiwiRail's cost cutting programme, the Hillside situation and the ongoing line closures.

We continue to experience high membership density with KiwiRail. The staff continue to undertake mapping exercises during the year and we also utilise regular employer information to identify non-members as effectively as we can but the best way is for YOU to monitor what is going on in YOUR workplaces by way of new faces etc.

We remain convinced that whilst we are maintaining strength and density within the operational areas we have sliding density within the clerical-admin type occupations with our employers. We simply must do better especially within the Wellington Railway station and Stanley street.

We do not use the Safety First logo exclusively as we interchange it with the Stronger Together logo as it suits the tone of the publication.

We MUST recruit all rail industry workers into the RMTU. Sadly to date, we seem to be unable to recruit within the myriad of contractors used by KiwiRail Networks. We appear to be getting awareness within our members for the need for contractors to be recruited into the Union as when questioned they invariably respond that they "understand" that it maintains our strength during times of struggle as the contractors will not undertake our work. However there is no real tangible numbers of membership applications coming in from those contractors. We all know that the members at the coal face are the best recruiters. Organising staff have been reminded of the need to look at the plethora of rail contractors that are springing up like "Rail Maintenance" and "Rail Weld" etc. All delegates need to be observant and use every opportunity to talk union to workers from any contractors undertaking work within the rail corridor.

In the current wage negotiations we have negotiated in wage minimum requirements for contractors but the effectiveness of this will require strong policing.

As we continue to negotiate better pay and conditions (including "flexible Workers provisions) for RMTU members we are merely creating more opportunities for the contractors to do the work as they are invariably more "flexible" in that they work longer and for less than our guys and gals. If we are to prevent a growth in contracting out and out-sourcing within KiwiRail Networks we simply MUST recruit these workers into the Union and negotiate them onto better pay and conditions.

Ports Forum continues to recognise that the same can be said for the waterfront. As more stevedoring contracts go out to open tender we are seeing an ever greater mix of work being undertaken by our members and a greater mix of stevedoring companies within ports. In some areas our members are losing work to companies like C3, ISL and ISO and so if we are to maintain our conditions of employment or to improve them we must maintain our Union density within the port. We simply must recruit within these stevedoring companies.

There continues to be pockets of non-union workers in all of our industries that we ALL need to focus on recruiting into the Union. Any of the paid staff will tell you of a story of going to an RMTU worksite and finding a non-union worker and the look of shock on the delegate's face at hearing this and the inevitable answer of "*I thought you were a member*".
DON'T ASSUME – ALWAYS ASK TO SEE THE RMTU MEMBERSHIP CARD OR THEIR PAY DOCKET WITH A UNION FEE DEDUCTION!

We need to remember that whilst it is important to have a Union presence it is essential to have a strong and effective union so as to deliver power and influence in the workplace. The only way of doing this is by having high-density levels of Union membership and activation of members. It is essential that those activist delegates who have undertaken advanced skills of organising training utilise the skills taught by applying the techniques learned back at the workplace. The key to a strong and effective Union is not just membership - it is in the level of activity undertaken by delegates on behalf of members and the individual members' levels of involvement – employers are onto this aspect as well and they call it "engagement".

Communications

The Union's website www.rmtunion.org.nz continues to be well utilised. We have very good website statistic info and this shows that it is being heavily "hit". During the course of next year we will be investigating the cost of a revamp of the site.

We have negotiated an arrangement with First Union to be able to utilise Sam Huggard to assist us on a fixed cost basis for media work. This has proven to be a most advantageous arrangement for us. We thank Sam for his excellent work.

The website contains links for all publications, press releases and "Hot Topics" or anything else we can think of. We are able to directly edit the website and this has reduced the delay in the material appearing on the site. The website remains a very important part of the Union's communication strategy with members and the rest of the world.

The Union has an 1800mb monthly broadband plan. We are managing to live within this bandwidth most times. To assist though we ask members to desist from sending the same email to all the staff, as we have to pay to download it to each recipient. We also ask members not to send us jokes or cartoon pictures as this also needlessly uses up bandwidth. Definitely no pornography is to be sent to any union staff member using the unions' computer or cellphone equipment as the recipient is immediately in breach of the Union's pornography policy as soon as they view the item.

Our regular newsletter "The Activist", which is sent to all RMTU officials and delegates, is an important means of ensuring that key members are kept fully informed of current issues and Union activity. We no longer send out the entire document to save on bandwidth, we normally just send the website publications link. While we have the occasional controversy or legal threat about some of the contributions to the Activist it is generally regarded as "a bloody good read". Distribution is mostly by email but for those delegates who we have no email address for we mail out a hard copy. Some delegates fail to post the Activist on notice boards. It is very amusing to go into a manager's office and notice a copy of the activist on their desk or on their sideboard.

Notice boards are an important focus for Union information including the place where *the Activist* should be posted. It has been noted that there are still some worksites that do not have Union notices. New plastic signs are available for branches to place on these notice boards with the Union's name as are small plastic holders for publications that can be affixed to the walls below or beside the notice boards for things like The Activist, Transport Worker, Policy Manual, Delegates H&S Handbook and Union Rulebook etc. We also have suppliers we use for notice boards.

"The Transport Worker" magazine continues to play an important role in portraying the Union in action and encouraging members to identify with the Union through the regular use of photographs and branch reports. It is our pinnacle publication and involves the greatest cost of production. It is placed on the website in pdf format for download if one chooses to do so.

Telephone communication with National Office remains an important communication channel for both delegates and members. The General Secretary, Industrial Officers and Organisers certainly try to give priority to being available for delegates and branch officials to discuss issues and provide advice and the National Management Committee is well aware that systematic regular workplace visits by Industrial Officers are important to many members. All industrial staff have developed systematic visiting schedules so that members and delegates can be confident of the days/dates that a visit by a Union Organiser will occur.

Accommodation

The Union's National Office has been working out of level 1 of the Tramways building 1 Thorndon Quay all year (since 1999). The premises are shared with Hazel Armstrong Law and the Railway Superannuitants. We have 2 years of our lease to go and an annual rent review is currently occurring. We have 2 further rights of renewal for 3 year periods. The fit out undertaken last year has made a considerable difference to general morale.

The Lyttelton Office is based within the Lyttelton rail station and we have a lease agreement with KiwiRail (NZRC). The office has 2 full-time staff working out of it. The Office suffered some damage during the Canterbury earthquakes and we have successfully staved off a closure threat from Kiwirail. Time will tell on our future there. The cost of the office is shared in a negotiated arrangement with the Lyttelton Port Branch. Both staff have a National Office supplied laptop computer and cellphone.

The Auckland Office is based at KiwiRail's Westfield terminal. We have a telephone and fax line provided. We gratefully acknowledge the generosity of KiwiRail. The National Union leases a photocopier/printer/scanner for the office and the Auckland branch owns a desktop PC. Scott Wilson has a laptop computer and printer supplied.

The Mount Maunganui office is in a prefab sited adjacent to the KRMS site within the Mount Maunganui rail yards. This office is used by Phil Spanswick and is also widely used as a meeting spot for Rail and Port members. Phil has a telephone, a laptop computer and printer supplied by the Union. KiwiRail supplies a telephone/fax line.

The Union has other employer supplied Union office space in a number of branches and this support is greatly appreciated by the Union.

Branches

The Management Committee would like to once again acknowledge the very important work undertaken by our honorary branch officials and delegates. Branches have varying degrees of difficulty in filling vacant positions at the Annual General Meetings and this is a sign that the Union remains in good hands/heart. The honorary officials and delegates are the backbone of our Union and their active participation is the key to our organised industrial strength. The best way of ensuring that we do not suffer from delegate burnout is to have more than one delegate per worksite and provide them with training for the task. Organisers are required to undertake systematic branch-mapping exercises to ensure that all sectors and sites within their branch responsibilities have full delegate coverage.

The incentivising & recruitment "rewards policy" for new members of branches continues. The programme provides that for each new full time member signed up by a branch his or her branch account is credited \$10.00. This also sees funds distributed to "active" branches and should assist with any funding problems that these branches suffer from time to time. It is acknowledged that active branches go through funds. Where funds are exhausted owing to branches being active the General Secretary has authorisation to approve additional funds to be allocated to those branches.

The fundamental platform of being a national Union built upon a branch structure foundation is unchanged. This reflects their (branches) importance in ensuring that we continue to provide power and influence to members at a workplace level. In order to be successful we absolutely must have effective and powerful branches with active and committed members. Some branches (mainly the rail branches) which have their skills base locked into one or two key figures continue to struggle in the new environment as their employer is most reluctant to provide paid work time for them to go off and fix another company's issues with members. This is why we have to ensure that every worksite or sector has effective delegate(s) within a branch. This will be accomplished by having members and delegates stepping forward and by us providing appropriate training. We have to ensure that branches work effectively.

There is a remit to this Conference to merge the Southland Rail and Port Branch into a Southland Branch. This reflects the Union's decline in membership in SouthPort and our inability to recruit the new staff.

Bargaining

The Union has a number of Collective Agreements which all require resourcing at negotiation time. Many are joint Union negotiations and that presents its own challenges on occasion. Some are of a short duration (12 months) and an increasing number are of a longer duration (24 months etc). Many employers have more than one CA for example Port of Napier has 2 collectives (possibly soon 3), Lyttelton has two. The employers with which we have Collective Agreements are;

KiwiRail Group
CentrePort Ltd
Cosmopolitan Club
Farmers Industries
Goodman Fielder
Norfolk Electrical and Communications
Valley flyer Ltd (Cityline Hutt Valley)
Veolia Transport Auckland Ltd
NZ Bus – Go Wellington
NZ Bus Limited

NZRC
 Orica NZ Limited
 Quality Marshalling (Mount)
 Lyttelton Port Company Ltd
 North Tugz
 C3 Limited
 Port Marlborough (NZ) Ltd
 Port Nelson Ltd
 Port of Napier Ltd
 Port of Tauranga Ltd
 Port Otago Ltd
 Prime Port Timaru Ltd
 Southport (NZ) Ltd
 Stagecoach Wellington
 Taieri Gorge Railway
 Toll Networks
 United Containers Limited
 Halls Refrigerated Transport Ltd
 Port Taranaki Ltd

During the year we continue to get employers paying more of the costs for their employees who are Union negotiators involved in the bargaining. We try and get the employer to pay for the travel, wages, venue and food costs. Utilising the “No pass on” provisions of the amendment to the Employment Relations Act has continued to get employer agreement to limit any settlement to Union members. Once the deal is achieved subject to ratification the report back meetings/tour are at the employer cost as much as we are able. All of these initiatives significantly reduce the Union cost of bargaining. Unfortunately judge made law has continued to erode the effectiveness of the “no pass on” provisions during the year.

The National Governments amendments to the ERA have further eroded Union rights. We know further amendments are coming our way and these will be discussed in greater detail during Conference.

Other Union Picket Actions

During the year members have assisted on a number of other Union's pickets or industrial actions. We have always honoured Union pickets where encountered by members during their work. The Union has a national Policy of not crossing other Union Picket Lines.

This policy was honoured by our members during the MUNZ Port of Auckland dispute. Our members refused to cross pickets erected by MUNZ and in all cases we were on the receiving end of injunction applications from Port Companies. KiwiRail did not seek any injunctions against the Union during this dispute. We were somewhat hamstrung in opposing the injunction applications as we would normally defend our position by arguing on H&S grounds. We were unable to in this instance as portraying MUNZ members as being aggressive did not fit with the family friendly strategy used by MUNZ and the CTU during the dispute. Accordingly we lost our defence of the injunctions and were ordered back to work. There were two situations involved in the injunctions. In Port of Tauranga and C3 (Sulphur Point) the injunctions were solely against the RMTU whereas in Wellington and Lyttelton they were joint against MUNZ and RMTU. Where the orders were joint both Unions members returned to work without further disruption. In the case of Tauranga and Sulphur Point our ordered to work members encountered new pickets and were subjected to considerable abuse for returning to work when ordered. In our view this should not have occurred and it has severely dented relations between the two Unions locally and nationally.

We have of course provided solidarity picket activity to a wide variety of other Union disputes throughout NZ. The actions of branch officials in organising this activity is appreciated. The Union has nationally and by branches made donations to other Union's in support of workers struggles. This best exemplified by the efforts of branches around the AFFCO and CMP disputes. This solidarity action and support is what Unionism is all about in our view.

National Management Committee

The National Management Committee responsibilities and powers are expressed in Rule 18 of the Union's Rules and Standing orders. They are responsible for the good governance of the Union and the oversight of the actions of the general secretary.

The National Management Committee has held 4 formal meetings during the course of the 12 months following last Conference. NMC is made up of 2 port reps and 3 rail core and 1 non-core reps. The National President and the General Secretary are also on NMC. A total of 8 positions. The NMC members and National President are elected to 2 year terms and the General Secretary to a 4 year term. This NMC is due for election in 2013 and is currently formed by President Aubrey Wilkinson, Vice President Howard Phillips, General Secretary Wayne Butson, Ruth Blakeley, Doug Blakie, Barry Simpkins, Bill Sweeney and last but by no means least Dave Marden.

During the year the NMC has been robust forums for debate at times. This is healthy and we would have it no other way. NMC has provided excellent leadership to the Union and members can feel proud in their selection of the incumbents.

Members of the NMC also have representational responsibilities in other areas. Doug Blakie and Barry Simpkins are on the KiwiRail Industrial Council; Howard Phillips is on the KiwiRail Mechanical Council. Members of NMC are also engaged in the appropriate collective bargaining forums. They have also represented the Union at events and assisted with branch issues as required. The National President has deputised for the General Secretary at CTU National Affiliate Council meetings.

In accordance with Union Policy as set by Conference 2005 the President's honoraria is at \$3000.00 per annum. Conference 2006 determined that the honoraria for Vice president be \$1360.00 and that NMC honoraria of \$1000.00 be paid to all others (where they do not pick up a Union honorarium elsewhere for example a branch). These have all been paid as appropriate.

IEA Members

The Union continues to provide services to members on Individual Agreements mainly with employers within the rail industry. IEA members are serviced by full-time union staff thereby ensuring the confidentiality of service to members and any possible conflicts of interest. During the year we have seen an increase in the number of members wishing to return to coverage by the CEA. There is some employer hostility to this occurring. We are also getting some bites on the merit of initiating for a management collective agreement but we have seen this before and it has always come to nought.

Health & Safety

The HASIE Act provides for paid training for H&S Reps. As ACC has shifted to a focus on the seven key industries (not rail or ports) we have had fewer of our delegates trained. We are endeavouring to negotiate new Employee Participation Agreements (EPA's) with Employers with a view to increasing our training of H&s reps. Karen Fletcher is leading this initiative as part of her role.

The RMTU remains as the Union with the highest number of trained H&S delegates as a proportion of the Unions size.

The National Rail Safety System (NRSS) continues to operate. There are two levels of membership and the Union remains as a level B member of the NRSS despite our call to be a level A member.

TAIC have continued to conduct investigations into rail accidents and incidents during the year. The Union has a good working relationship with this Government Agency. Following a review of the agency new operating rules and policies have been put in place. The Union no longer receives draft reports from the Commission as of right – members involved in incidents investigated do and so we rely on them to furnish us with reports.

Hazel Armstrong with her wealth of knowledge on H&S issues is providing valuable back up and support for Karen Fletcher as we fight to improve H&S for RMTU members in all areas.

Safety in Rail remains a problem as all indicators are heading in the wrong direction. KiwiRail has finalised a review of the H&S system within the company and has now appointed a new People and Safety General Manager and he is rolling

out the implementation of the new recommended structure within the company. We believe that the RMTU had lost its strong focus on rail safety and the employment of Karen Fletcher will enable us to all provide greater focus to this key Union principle.

We have experienced difficulty in getting delegates and reps to participate in the workplace audits etc, as part of the annual review of KiwiRail and other rail participants, by NZTA.

The Union is very keen to provide input into the H&S Taskforce Review and Karen Fletcher is on the employee reference group.

Another major H&S project undertaken during the year was the joint KiwiRail – RMTU Otira Tunnel Review.

A Christchurch based RMTU H&S rep Peter McCaw was named the recipient for the Ross Wilson most influential employee. He becomes the second RMTU H&S rep to win the prestigious award.

Accident Injury Services

The Union partnered Injury Management Programme continues to be well accepted and implemented within our industries. We have just renewed our joint commitment to injury and wellness with KiwiRail by signing a new agreement with them. The programme has a new name but the spirit and intent is unchanged in that the focus is on rehabilitating injured workers to full health. Copies have been distributed.

The NMC believes that it is accepted that IMP is beneficial both for the employer and for the injured employee but it is vital that we remain focussed on the critical role which the delegate plays as the advocate for the injured member in ensuring that the negotiated return to work arrangements are acceptable and fair. Return to work arrangements should not be implemented on behalf of any Union member until they have been signed off in writing by the Union delegate as being agreed by and acceptable to the injured Union member.

The Union continues to offer members advice and support with ACC claims. Organisers deal with the issues as far as they can (sometimes to review hearing level) but legal backup is provided where required. A number of cases have been referred to Hazel Armstrong and her team and our success rate has been very good. During the year we have made use of the free CTU/ACC Advocacy Service.

The National Government has eroded a number of features of the ACC scheme and the previously threatened opening up of the work account to competition appears to have slipped off the agenda for the minute. The Union is a member of the ACC Futures Coalition and opposes any reduction to the services and benefits of ACC.

The IMP process is clearly laid out in the Union H&S Handbook.

Council of Trade Unions

The RMTU continues to be affiliated to the NZ Council of Trade Unions. Under the CTU structure the RMTU has direct representation to the National Affiliates Council and the General Secretary has represented the RMTU at most meetings during the year. Aubrey Wilkinson the President has attended some NAC meetings when the General Secretary has been unavailable. Joe Henderson, John Marsh and Sam Kahui are our delegates to the CTU Runanga and Telai Safesi is our delegate to Komati Pasifika.

Helen Kelly is the President of the CTU. Helen has assisted the RMTU during the year on various matters. The Current Vice president is Richard Wagstaff and the Maori Vice president is Syd Keepa. The Secretary is Peter Conway.

The CTU has been very active in submitting on legislation and this has consequently placed a heavy workload on affiliates to attend workgroups that are used to formulate the CTU's position on bills or issues.

The CTU has been a strong supporter of the RMTU NZ Work for NZ Workers campaign and we especially record our appreciation for Peter Conway's strong personal support.

The RMTU continues to obtain very tangible benefits and gains from being affiliated to the CTU and the NMC strongly recommends to Conference that we remain as an affiliate.

The CTU has an ACC advocacy service in Auckland that is available for Union members and it is free.

In 2009 the CTU launched the UnionAid group. The RMTU is a strong foundation supporter of the scheme. The scheme is modelled on the highly successful Unions Australia APHEDA scheme. We will hear from Union aid during the conference. Ross Wilson is currently undertaking ILO responsibilities in Burma but remains vigilant as to what is happening with his pet project.

Affiliation Fees increased substantially during the year following a fee hike by the NZ CTU.

KiwiRail Industrial Councils

The Councils comprise elected rank and file delegates with RMTU staff support. Employers bear all costs associated with the operation of the councils for their employee's and they provide a valuable opportunity for member engagement with the employer. Members who are elected to NMC and who qualify as members of a KiwiRail Council are deemed to be automatically elected onto "that" council and so the position is not open for contest by any other member. The reps to the councils have 2 year terms running concurrently with the NMC terms. Accordingly in 2013 all councils will be re-election.

The Councils are the industrial clearing houses for all "industrial" issues within KiwiRail Freight, Passenger Group, Infrastructure and Engineering and Interislander. The members of the councils are;

KiwiRail Infrastructure Industrial Council

Scott Wilson
Jerry Hohepa Infrastructure Mechanical
Kevin Jones Operations Scale 1
Phil Kearns Infrastructure Sigs, Comms, Traction
Buzz Terrey Infrastructure Bridges/Structures
Hopa Bell Infrastructure Track Supervisor
Geoff Young Operations Train Control
Edward Dargaville Trackworker.

KiwiRail Passenger Industrial Council

Wayne Butson
Hayden Smith Loco Engineers
Brian Armstrong Train Manager (Long Distance)
Harvey Paterson Train Manager (Urban)
Glen Hughes Yard Operations
Scale 1 – Vacant

KiwiRail (Freight) Industrial Council

Todd Valster
Barry Simpkins (NMC) Locomotive Northern
Doug Blakie (NMC) Terminals Southern
Wally Wallbutton Locomotive Central
Dean Ngatai Terminals Northern
Len Miller CT Sites
Michael Williams Locomotive Southern
John Maguren Terminals Central position

Interislander Industrial Council

Todd Valster
John Finch Ferry Operations (Outside) North
Liz Connell Scale 1 (inside) North
Tania Haraki Scale 1 (Inside) South
Newton Popplewell Ferry Operations (Outside) South

Kiwirail Mechanical Industrial Council

John Kerr
Howard Phillips NMC Electric Suburban Wellington
Shane McNae TX Maintenance
Rudi Brens North Island Depots
Stuart Johnstone Hillside Workshops
Kasia Kurene Hutt Workshops
Guy Miller South Island Depots
Steve Brown (1 of 2) North Island Depots
A ballot is being conducted to fill the second position after a tied vote.

A number of working parties have been operating within this area as well and we have utilised the industrial council reps and other workplace reps. Many of the working parties have been facilitated by a facilitator, Bernard McIlhone.

Amalgamation

There has been no activity during the year on this topic.

Te Kupenga Mahi

The Union continues to work in collaboration with TKM whenever opportunities arise. One such opportunity was the CTU IWI Leaders Forum in Mount Maunganui in September.

The Tangihana Insurance remains in place through AXA Insurance and the NZ Railways Staff Welfare Trust.

Legal Reserve Fund

The Union continues to provide for a legal reserve fund within the investment portfolio of the Union as required by resolution of the inaugural Conference promoted by the LEA. The purpose of the fund is to provide for the defence of members, staff, or the Union in major union proceedings. The fund is further protected by the provision of Indemnity Insurance for the Union.

Personal Grievances and Legal Services

2011/2012 has been a busy year for all forms of litigation.

Notable legal and ACC cases include K Amore - Auckland, P Evans – Port Chalmers, Ruth Blakely (ongoing) – Port Chalmers, The Cashing up Of annual Leave – KiwiRail, City Depot Coverage (ongoing) – Lyttelton, NZ Steel wages equalisation (ongoing) – KiwiRail, Team leaders Coverage (ongoing) – KiwiRail, D Blakie (ongoing) - KiwiRail and C Malpas (ongoing) – Port of Tauranga

Two defamation claims remain on file for the Union from Canterbury Doctors but there has been no activity on the files for some years.

Kiwirail undertook a major rewrite of its Personnel Policies during the year and significant legal advice and support was obtained from both MDJ and HA Law.

A study of the years financial statement will disclose the expenditure incurred. The current high level of litigation shows no signs of abating.

Our success rate is attributable in no small part to the calibre of advocate we employ as well as the excellent legal back up we have through McBride Davenport James partner Geoff Davenport (for employment work) and Hazel Armstrong Law (for ACC and H&S work).

INTERNATIONAL

International Transport Workers' Federation

The International Transport Workers' Federation (ITF) is an international trade union federation of transport unions. Any independent trade union with members in the transport industry is eligible for membership of the ITF. 654 unions representing 4,500,000 transport workers in 148 countries are members of the ITF. It is one of several Global Federation Unions allied with the International Trade Union Confederation (ITUC).

The ITF's headquarters is located in London and it has offices in Nairobi, Ouagadougou, Tokyo, New Delhi, Rio de Janeiro, Amman, Moscow, Sydney and Brussels.

The RMTU has continued its affiliation with the International Transport Worker's Federation and we participate, to the extent that we can, in ITF activities. The RMTU is the largest NZ affiliate in member affiliation numbers. The General Secretary Wayne Butson is currently chair of the Asia Pacific Railway section.

The aims of the ITF are set out in its Constitution (see below). They are:

- to promote respect for trade union and human rights worldwide
- to work for peace based on social justice and economic progress
- to help its affiliated unions defend the interests of their members
- to provide research and information services to its affiliates
- to provide general assistance to transport workers in difficulty

Although the range of ITF activities is very wide, they can be best summed up under three key headings:

- representation
- information
- practical solidarity

The ITF represents the interests of transport workers' unions in bodies which take decisions affecting jobs, employment conditions or safety in the transport industry, such as the International Labour Organisation (ILO), the International Maritime Organisation (IMO) and the International Civil Aviation Organisation (ICAO).

A major function of the ITF is informing and advising unions about developments in the transport industry in other countries or regions of the world. The ITF also maintains a specialist education department, dedicated to the development of strong and democratic transport unions.

The ITF organises international solidarity when transport unions in one country are in conflict with employers or government and need direct help from unions in other countries.

The kind of solidarity needed can range from protest messages, demonstrations and political pressure, to direct industrial action in the form of strikes, boycotts etc. The ITF's worldwide campaign in the maritime industry against the use by ship owners of Flags of Convenience (FOC's) to escape from national laws and national unions is a good example of solidarity.

Transport Unions globally must unite to combat the burgeoning strength of multinational employers.

The General Secretary has attended ITF meetings during the period of this report.

ARA (Australasian Railway Association)

The Union is an associate member of this association. The association is predominantly a lobby group of Australian rail companies to develop industry standards. Dr Murray King heads the NZ chapter. KiwiRail and Veolia are members.

The General Secretary and Vice President attended an ARA NZ Rail conference in April 2012 in Wellington.

JREU (East Japan Railway Workers Union) and JRU (Confederation of Japan Railway Unions)

The close fraternal relationship with the JREU and JRU has continued during the year. The Union continues to give strong solidarity to the JRU.

Reciprocal use of holiday homes has been agreed between the two Unions and the NZ Railways Staff Welfare Trust. This reciprocal use has not been uplifted by JRU members to date.

The General secretary and Vice President attended the JRU 25th Congress in Tokyo in June 2012. This was a very prestigious occasion and our attendance reflects the close fraternal relationship between our two Unions. A piece of Maori Taonga was gifted to record the occasion.

RTBU (Rail Tram and Bus Union) Australia

The RMTU continues to have a very strong fraternal relationship with the RTBU. Bob Nanva is the current General Secretary. The RTBU has been very helpful to the RMTU during the year with information sharing and assistance. This is gratefully acknowledged and received.

Reciprocal use of holiday homes has been agreed between the two Unions and the NZ Railways Staff Welfare Trust. The scheme has been used by RTBU members and RMTU members have used the RTBU accommodation.

ICLS (International Centre for Labour Solidarity)

The International Centre for Labour Solidarity (ICLS) is a network for exchanging experiences, discussion on future strategies, building substantial and spiritual solidarity and of extending support to each other in overcoming problems struggles faced by workers and trade unions.

ICLS opposes imperialist globalisation imposed by large multinational corporations, governments and international multilateral institutions. ICLS is pursuing working class interests and is strongly against competition and division caused by neo-liberalism. ICLS is against competition, oppression and environmental destruction which are caused by capitalist domination. ICLS is against war which is a different face of neo-liberal globalization and capitalist domination. ICLS participates in various international solidarity activities of social movements, exploring ways to resist it.

ICLS respects diversity. ICLS works toward developing international workers' solidarity beyond the differences in politics, faiths, nationalities, regions, political parties and industries by starting from strengthening workers' solidarity in the railway, transport and public service sectors in the Asia-Pacific region.

ICLS is a network pursuing solidarity and exchange of experiences based on respect for each country and organization independence and autonomy.

ICLS is composed of trade unions who accept the ICLS Charter of Principles, however, ICLS opens all its activities to other regions, individuals and organisations that are not members and welcome them to join its activities to enlarge solidarity and exchange of experiences.

The General Secretary was elected to the ICLS steering committee in 2005 as the Australia-NZ rep. The arrangement is that if the GS cannot attend then the RTBU General secretary attends and if he is unavailable then it is to be RMTU rep or RTBU rep. Transport and accommodation costs are paid by the ICLS. Members of ICLS include;

Japan - (Japan Confederation of Railway Workers' Unions, East Japan Railway Workers' Union, JR-Hokkaido Union, JR-Freight Union, JR-West Union, JR-Tokai Union, JR-Kyushu Union), Korea - (Korea Railway Workers' Union, Seoul Subway Labour Union, Seoul Metropolitan Rapid Transit Workers' Union, Pusan Subway Labour Union, Incheon Subway Labour Union, Deagu Subway Labour Union), Philippine Railway Workers' Union, Taiwan Railway Workers Union, The State Railway Workers' Union of Thailand and the Rail Tram and Bus Union of Australia

An ICLS Labour Forum meeting is due to be held in wellington 7 and 8 December 2012 at the Rydges Hotel. We hope to have a good size delegation attending and branches are requested to consider sending reps to the Forum.

An ICLS Steering Committee meeting was held in Wellington in April 2012.

The RMTU (Branches and national Office) gave a \$10,000.00 donation to the State railway Union of Thailand to assist them in developing market stalls to support the families of the dismissed officials of the Union. There is ongoing international support for SRUT in seeking the reinstatement of the dismissed officials and the Hat Yai 6. In October the AF CIO wrote to the Thai Government calling for the reinstatement of the dismissed members as have ITF, ITUF and other global union federations. NZ Officials handed letters to the Thai Ambassador here in wellington late last year condemning the dismissals.

TWU (Transport Workers Union) Australia

Whilst the road transport organising project was the basis for our initial relationship forming and this project has ended we maintain strong fraternal relations with the TWU, especially with the NSW branch.

The NSW TWU held their Conference in Sydney in August 2012. RMTU reps attending were John Kerr and Doug Blakie and they addressed the conference.

MUA (Maritime Union of Australia)

The Union continues to have a fraternal relationship with the MUA. The General Secretary, the North Island and SI Port Reps Dave Marden Ruth Blakeley have attended MUA meetings during the period covered by this report.

The MUA is hosting an Australasian Port Safety Conference in Brisbane later this year and Karen Fletcher will be attending.

RMT (Rail & Maritime Transport Union of Great Britain)

The Union has developed and maintains a strong fraternal relationship with the RMT since June 2007. In 2009 RMT reps attended our National Conference and their participation was greatly appreciated.

It is timely that we consider inviting them again.

ASLEF (Associated Society of Locomotive Engineers and Firemen - UK)

The Union has had a strong historical relationship with ASLEF through the LEA.

ASLEF have recently sold their longstanding offices in Arkwright Place and we have not as yet visited the new Union offices at 75-77 St John Street.

ACTU (Australian Council of Trade Union's)

Our linkage to this organisation is that we send delegates and staff to the Australian Organising Conference which is normally held biennially in Sydney. This conference is an inspirational event and is of immense value to those who attend.

John Kerr is attending an ACTU Educators Conference in the week preceding this Conference.

ATUF - (Australia-New Zealand Transport Union Federation)

During 2010 the RMTU signed a participation agreement with the MUNZ. MSG, AMEA, MUA, TWU, RTBU, EPMU, FIRST and RTBU. This group have met once in Sydney and its primary focus is on organising along the lines of "Unions without borders". We are looking to generate strong and unified logistics supply chain unionism. We have had one meeting in Auckland of the NZ affiliates to TUF and it was successful in clarifying roles and responsibilities.

WORKERS' MEMORIAL DAY 2012

The Union continues to promote the observance of the one-minute national stoppage of work in silence by our members throughout the country in solidarity with similar action taken by millions of other workers around the world as part of the International Confederation of Free Trade Unions (ICFTU) observance activity for 28 April.

RMTU sponsored or supported services occur at locations throughout NZ but we remain of a view that the RMTU membership could do more to honour their fallen comrades and to fight for the living.

Branches are again encouraged to establish memorials or to clean up existing memorials to workers killed within the battlefield of the workplace in their area with the ultimate objective remaining to have memorials and commemoration services each year in all locations.

No workplace death of an RMTU member has occurred since conference 2008. Our practice of commissioning specific yearly posters continues and feedback is sought from delegates to this Conference on whether the practice is worth pursuing.

POLITICAL

In accordance with the policy adopted 2007 the Union is affiliated to the NZ Labour Party.

Many members are active within local affiliate committees in electorates. We need many more to become active.

The challenge for us all is to make sure that the 1 million NZ's who failed to vote last election do so at the next. There is no question that a low voter turnout assists the parties of the right.

During this conference delegates will hear of the changes that the national lead government is proposing for the Employment Relations Act which will negatively impact on the function and operation of the Union and will accordingly be detrimental to the interest of RMTU members nationally.

LEGISLATION

The Union has submitted on a number of items of proposed legislation in Parliament.

The Union has also participated in a number of forums hosted by the NZCTU to develop joint submissions on draft legislation. The Union has also appeared before a select committee hearing during the year.

The Union has supported many rallies held by groups advocating issues of strategic importance to the Union and also rallies convened by other Unions.

BENEFITS OF MEMBERSHIP

NZ Railways Staff Welfare Trust

The Board operates under and in accordance with the trust deed for the fund. The board comprises 4 RMTU reps. Current reps on the Trust Board are Wayne Butson, Howard Phillips, Sam Kahui together with Edgar Spark as a Superannuitants rep.

RMTU Port members continue to be able to enjoy Group C membership of the Society at a reasonably nominal cost which enables them to take advantage of the extensive holiday housing network owned by the Society throughout New Zealand. There is room for improvement here though with only approximately 180 of our 600 port members signed on.

The board has deals that enable international fraternal Union members to use the larger complex facilities where a caretaker is based on-site (i.e. Paihia, Orewa, Mount Maunganui, Rotorua, and Queenstown). Visitors must be able to speak English. International visitors will have full linen and cleaning service that will be reflected in the price charged. A positive spin-off of this arrangement has meant that domestic visitors now have a cleaning service option if they wish to pay.

Chris Ball is Manager of the trust. He will address this conference.

The Trust has completed the construction of a new complex on the Mount Maunganui site.

Locomotive Engineers Trust Fund

Currently the Union Trustees are Bill Sweeney, Wally Wallbutton and Wayne Butson.

Murray Dunlop resigned during the year when he medically retired from Kiwirail. We thank Murray for his work as a Trustee over a number of years.

To date the uptake of new locomotive engineers into the fund has been poor. Roy Cowley the Board Chair will report to delegates during a Trust Fund session at Conference.

Julia Harrison is Secretary to the trustees and the National Management Committee wish to acknowledge her work and the work of the Union Trustees during the year.

NZ Harbours Superannuation Plan

The Union promotes this industry superannuation plan and the plan continues to provide a vehicle for employees of Port Companies to participate in an employer subsidised superannuation scheme with current assets of more than 50 million dollars under management.

The scheme has a KiwiSaver Fund which is open to membership by any member of the Union. The KiwiSaver Fund performs very well.

The fund is controlled by two employer Trustees, four Union Trustees and an independent Chairperson (David Stevens). The four Union trustees currently are Hal Upton, Wayne Butson, Dion Young and Roy Cowley. The employer trustees are Sara Lunam from Port Tauranga and David Sharman from Port Taranaki.

Currently there is a drive to increase membership of the Funds and promotional materials have just been finalised for printing. They will be distributed soon to all branches.

Leonie Stieller continues as Secretary to the Trustees and the Management Committee would like to once again acknowledge her work and the work of the Union Trustees during the year.

CONCLUSION

This has been another very productive year for the Union.

The NMC believes that the Union is meeting the needs of its members and is being administered and operated competently.

We look forward to a very productive 2012 - 2013

APPENDIX F



NEW ZEALAND RAILWAY STAFF WELFARE TRUST

- ❖ Established 1958 to provide assistance and benefits to people employed in the rail industry.
- ❖ Now this thriving fifty-four year old has assets of approximately \$21 million and pays about \$1 million each year in assistance to members.
- ❖ The Trust is a fine example of what can be achieved when workers unite and band together for the benefit of all and employers are prepared to provide financial support.

NZR Welfare Trust Presentation to
RMTU Annual Conference 2012

Chris Ball
MANAGER



THE ROLE OF THE TRUST

The Trust Provides:

- ❖ Refunds of 80% of approved medical expenses, up to \$1,575.00 per year.
- ❖ Subsidised holiday housing throughout New Zealand and access to holiday homes in Australia.
- ❖ Access to extended health plans.
- ❖ Access to a life insurance plan.
- ❖ Death Insurance Cover: Increased from \$7,000 to \$11,000 in 2012

NZR Welfare Trust Presentation to
RMTU Annual Conference 2012

Chris Ball
MANAGER



RECENT ACTIONS

In the last six years the Trust has purchased four new properties for members.

- ❖ A two bedroom unit in Matipo Street in Christchurch.
- ❖ A two bedroom unit in Picton Avenue in Christchurch
- ❖ A three bedroom apartment on The Terrace in Wellington
- ❖ A four bedroom house in Cook Drive in Whitianga, and
- ❖ Also built a six unit complex in Grove Avenue in Mount Maunganui.

Total Purchase & Fit Out Cost \$3.5 Million

NZR Welfare Trust Presentation to
RMTU Annual Conference 2012

Chris Ball
MANAGER

Grove Avenue Mount Maunganui



One of the two BBQ areas

NZR Welfare Trust Presentation to
RMTU Annual Conference 2012

Chris Ball
MANAGER

Grove Avenue Mount Maunganui



Cronin Block from Grove Ave



Cronin Block Entry

NZR Welfare Trust Presentation to
RMTU Annual Conference 2012

Chris Ball
MANAGER

Grove Avenue Mount Maunganui



Kitchen



Dining Area

NZR Welfare Trust Presentation to
RMTU Annual Conference 2012

Chris Ball
MANAGER



LOCATIONS

Auckland	Orewa
Christchurch	Paihia
Dunedin	Paraparaumu
Gisborne	Picton
Hanmer	Queenstown
Kaikoura	Rotorua
Mount Maunganui	Taupo
Napier	Timaru
Nelson	Wellington
New Plymouth	Westport
Ohope	Whitianga



NZR Welfare Trust Presentation to
RMTU Annual Conference 2012

Chris Ball
MANAGER



COST & BENEFIT OF TRUST MEMBERSHIP

- ❖ **Members Pay** \$6.20 per week
This amounts to approximately \$320 per year
- ❖ **Employers Pay** \$2.00 per worker per week
This amounts to a contribution of approximately \$480,000 per year.

NZR Welfare Trust Presentation to
RMTU Annual Conference 2012

Chris Ball
MANAGER



CONTACT US



To contact the NZR Welfare Trust please use the following:

Email: info@nzwelfare.co.nz

Telephone: FREEPHONE 0800 806 444

or (04) 498 3043

KiwiRail telephone network: Extension 43043

or 43073

Mail Address: PO Box 2409, Wellington 6140

NZR Welfare Trust Presentation to
RMTU Annual Conference 2012

Chris Ball
MANAGER

APPENDIX G



Identifying and Developing Workplace Leaders





Identifying Leaders Requires You to Look For Them...

Who are the people with followers?
Who brings others to the meetings?
Who encourages others to participate?
Who attracts others to work with them?
Who do you tell other people to 'look for'?

‘Native’ Leaders

Veteran American Community Organiser Saul Alinsky talks about ‘native’ leaders: people who hold a community together coaching sports teams, running clubs and associations, serving on school boards etc

The key point is that leadership is ‘doing’ not ‘being’...

Clues to Look For...

Good listener

Good empathiser - can listen to feelings as well as ideas

Curious - finds new things interesting rather than threatening

Imagination - a key part of planning is imagining a different future

Sense of humour - builds resilience

Healthy ego - a wish to dominate is a sign of a weak ego constantly in need to reassurance

Courage - to take risks, make choices and live with the consequences

Developing Leaders

It's not about assigning tasks

It's about offering responsibility

The *practice* of accepting responsibility
to *enable* others to achieve *shared*
purpose under conditions of *uncertainty*.

Does not require a 'position' e.g. Branch
Chair, General Secretary - formal
authority can be helpful but it can also
be a constraint...

Not...

Would you make these 50 phone calls
telling people about the meeting?

With this people become yo-yos: do this,
come back for what's next, do this, come
back for what's next

But...

Will you take responsibility for getting 10 people to come to the meeting?

Great!

Here's a list of names and numbers of people who said they were interested

Here's 100 leaflets

Here's some posters

...and a sign up sheet so you can get some commitments in writing

With this method...

People accept responsibility at a level to get the job done

The leader motivates them

By recognising success

By holding them accountable

By coaching them

APPENDIX H

Phil Twyford
Labour transport spokesperson
Speech to Rail and Maritime Transport Union
Annual Conference 2012

9am, Thursday 25th October

Good morning. Wayne, Aubrey, delegates. It is great to be here, with our party leader David Shearer, and as Labour transport spokesperson have the chance to share some thoughts on the future of rail, our ports, and how we build a transport system that can serve New Zealand well in the 21st century.

I want to acknowledge my colleague Annette King who was a fine Transport Minister in the 5th Labour Government.

Let me introduce myself. I'm a second term MP. I represent the electorate of Te Atatū in West Auckland. I'm a union member. I've spent my life as a campaigner for economic and social justice. That's why I'm Labour.

I don't think anyone in politics disagrees with the idea that transport is vital to New Zealand.

But there is a huge difference between Labour and National on what our priorities should be.

We think the Government's transport priorities are wrong.

In certain areas – like ports and rail – they have taken their hands off the wheel.

They don't take enough care to make sure the taxpayer is getting value for money.

We think that the Government is not thinking hard enough about what kind of transport system the country needs in 20, 30 or 50 years' time.

These questions are important. Our freight transport system supplies the arteries of our economy.

And right now the greatest challenge we have is to kick start some growth into a stagnant economy.

To get the job growth we desperately need. Transport is critical to that.

National thinks, or at least this is what they say, that they can boost economic growth by spending buckets of your money on building mega-motorway projects.

They call them the Roads of National Significance. We call them Roads of Significance to the National Party.

Never mind that their own figures say that most of these motorway projects are low value. Some of them won't even break even.

And they are costing the taxpayer a billion dollars a year. Twelve billion over the next 10 years.

Hardly a week goes by without the Minister getting up in the House and claiming that these seven projects will generate economic growth, but he hasn't presented a shred of evidence to support that.

That's because he can't.

If we take the Puhoi-Wellsford again, you have to ask yourself whether slicing 5-10 minutes off the journey between Auckland and Wellsford – so John Key and Steven Joyce can get to their beach houses at Omaha five minutes faster – is going to grow the economy?

The Government has clearly over-sold the economic benefits of its motorway building programme.

And while it is spending on new motorways like there's no tomorrow, other parts of our transport system are being run down.

The rail network that should be the backbone of our transport system is being driven into the ground.

The Government's so called Turn Around Plan for rail is a bit of a con job.

The Minister likes to say that the Government has put \$750 million into Kiwirail. But he never mentions this is a drop in the bucket compared to the huge legacy infrastructure backlog.

He also never mentions that fact that under the Turn Around Plan Kiwirail has to find \$3.5 billion from its own balance sheet for capital investment.

It is so unrealistic – but it does explain why Kiwirail has been forced into laying off 158 workers, and deferring half of its network maintenance for the next three years.

This my friends is madness – for a publicly owned rail company in the middle of an economic recession, at a time of record unemployment, to be laying off skilled workers and deferring desperately needed maintenance.

The same unrealistic Turn Around Plan is driving Kiwirail to flog off or shut down any part of the organisation it doesn't define as "core business".

Take Hillside which David has talked about – shutting it down or selling it off makes no sense on so many levels.

They want to close the Gisborne-Napier line. They are looking to sell off Tranz Scenic. The Capital Connection service between Palmerston North and Wellington is about to get the chop.

And I believe the air of desperation around the Turn Around Plan is also behind what has been a string of el cheapo procurement decisions: the Chinese locos and wagons, and now the 7000 rotting Peruvian sleepers.

It is important we don't focus only on Kiwirail's woes. I recently spent three days as a guest of the organisation, and I met a large number of Kiwirail staff and saw operations first hand in Auckland, Hamilton and Wellington.

Turning Kiwirail around and building a successful, modern rail company is a big ask. It is a project of true significance to our nation. I want to salute the work that your Kiwirail members do. I know that many of you feel passionately about rail and want to make it a success.

Labour will back you.

We will ensure rail competes with roads on a level playing field.

If you applied to our roads the same profit and loss analysis that Kiwirail use to justify closing the Gisborne-Napier line, then a good many of our rural roads would get closed down.

Labour in Government will invest in rail as the backbone of a modern, efficient and sustainable transport system.

I want to talk about another part of our transport system that you know well – our ports.

It's another vital part of our transport system that this Government is ignoring.

And just as with rail, that careless neglect is not looking after the interests of our country.

Under the current law ports are required to compete with each other. With so many ports that gives a lot of market power to their customers which include the foreign shipping companies, who strangely are not required by New Zealand law to compete against each other.

It creates a situation where as your fellow members in Timaru found out recently, it allows Fonterra to basically decide the future of a port.

We need a national port strategy – just as the Labor Federal Government in Australia has done.

Without a national strategy we have no way of ensuring that the right investments are made so that our ports are set to cope with the projected doubling of freight volumes over the next 30 years.

Without it we have no way of ensuring we can accommodate the big container ships.

Labour believes our ports are a vital part of the country's freight infrastructure. They are a strategic asset and should be publicly owned so they can be run in the interests of all New Zealand.

We don't favour the current dog-eat-dog model that in the case of Auckland has seen an employer trying to bust the union, casualise jobs and claw back conditions as a response to competitive pressures.

Instead of the current government's hands-off approach, Labour will actively work with the industry including with your union and the other transport unions to develop a national freight strategy.

We believe we can get a truly efficient freight network by getting the best out of all the parts of the system.

Not by putting all freight on trucks. In any case our roads and our communities just won't be able to cope with a doubling of the number of trucks.

We want to get the best out of rail, coastal shipping, roads and ports.

So what would Labour do?

We will take a much more hard-headed look at the economic value of new transport projects.

We will put rail and roads on a level playing field.

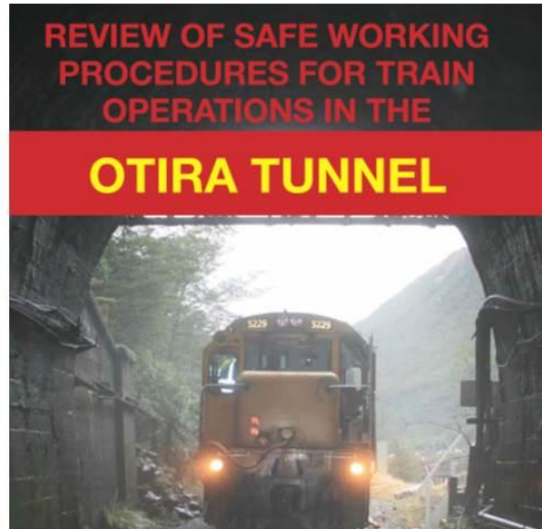
We will look to invest strategically in all modes of transport, and their connections, to deliver the greatest efficiency for the export supply chain.

A Labour-led Government will build a transport system that moves people and freight with maximum efficiency, supporting an economy that allows New Zealanders to do what they do best – getting on with making this country world class again.

end

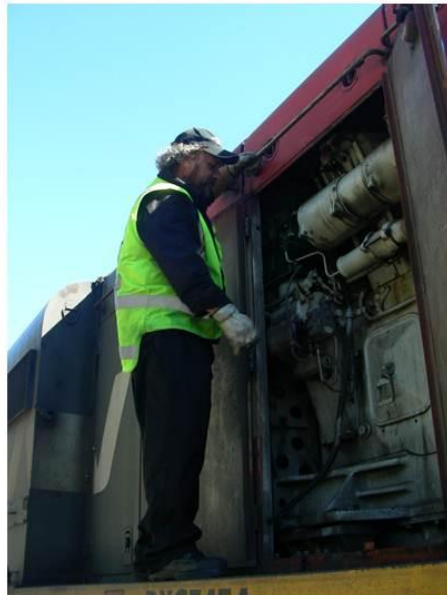
APPENDIX I

Presentation to the 2012 RMTU Conference: Hazel Armstrong



How did the Otira Tunnel review Start?

- In September 2011, an LE going through the Otira Tunnel was overwhelmed by fumes
- The train stopped in tunnel three times
- 3rd stop 6km from the western portal
- Fans for exhausting fumes had failed
- Train control inadvertently re-opened the door worsening the fumes



RMTU and Kiwirail set up a steering group, a working group with agreed Terms of Reference

- The review Commences 29th February 2012
- Hazel is the Chair of the working group
- Delegates, health and safety reps are released for meetings
- Importance of ensuring the right people were represented at the table
- Access to information: e.g. the working group reviews the incidents in the tunnel of ventilation failure



The Otira Tunnel

- 8.5 km long linking the West and East Coasts – the coal route
- Up hill journey powered by 5 diesel DX locomotives
- 3 of the 5 DX Locomotives are bankers to assist the coal train haul its wagons up hill on the 1.33 gradient rising 244 metres from Otira portal to Arthurs Pass portal
- Fumes from DX locos controlled by fans and doors



Process of the review

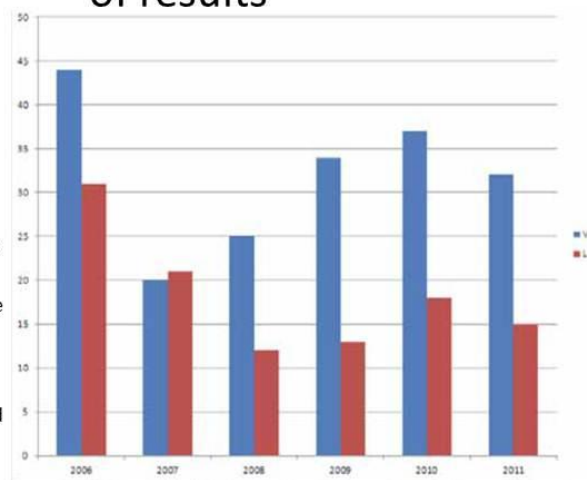
- Meetings with staff
- Survey through survey monkey of staff
- Meetings with key individuals
- Review of documentation
 - procedures
 - Emergency evacuation re-enactments
 - Department of Labour investigations
 - NZTA audits
 - Bench marking against overseas tunnel operations
 - forms



Incidents of ventilation failure

- True extent and nature of the problem not understood
- Ventilation failure led to trains stopping in the tunnel
- Not regarded as a health and safety issue by management, regarded as an **operational issue**
- Reporting of fans and door failure almost non existent
- Some management believed the ventilation system had eliminated the hazard of fumes

- Review of reported incidents and compilation of results



Environmental monitoring

- Carbon dioxide
- Carbon monoxide
- Diesel particulate
- Oxides of nitrogen
- Oxides of sulphur
- Noise
- heat



issues identified

- | | |
|--|---|
| <ul style="list-style-type: none"> • PPE not fit for purpose • On-going health and environmental monitoring needed • Under foot conditions poor • Operational Procedures are not health and safety procedures • Emergency procedures and evacuation needed review • Loco fire hazard | <ul style="list-style-type: none"> • Poor Reporting of failures <ul style="list-style-type: none"> – By employees <ul style="list-style-type: none"> • Multiple forms – By managers – By train control – By employer to NZTA • Availability of showers after a shift • Reducing emissions on plant • Excessive noise for plant operators in the tunnel |
|--|---|

Report handed to Kiwirail 15th August 2012

- Recommendations accepted by Kiwirail
- Otira Tunnel Focus group met 3rd October
- New C60 masks issued 20th October
- Recommendations in work plan of management



Key learning

- role of the RMTU as a guardian for safety
- Issues not able to be progressed by individual health and safety reps- needed a union/company wide approach
- Misunderstanding of the duties under the HSE Act
 - When is a hazard eliminated?
 - What is monitoring?
- When the hazard is minimised then monitoring of the hazard must occur
- If no monitoring, then cannot establish whether PPE & procedures are fit for purpose
- Operational safety is not the same as health and safety of employees
- If a document cannot be produced, it does not exist
- No data was stored by company about exposure levels

APPENDIX J



The Economy

RMTU Annual Conference 2012
25 October 2012

Bill Rosenberg
Policy Director/Economist
N Z Council of Trade Unions

CTU
NEW ZEALAND COUNCIL OF TRADE UNIONS



Overview

- State of the economy
- The international situation
- What the government is(n't) doing

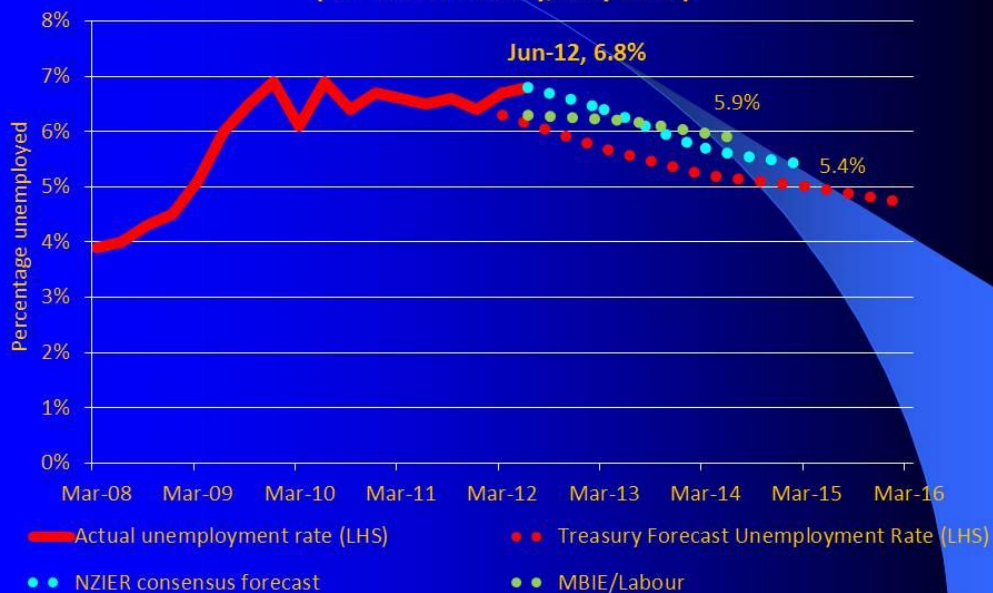
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Overview

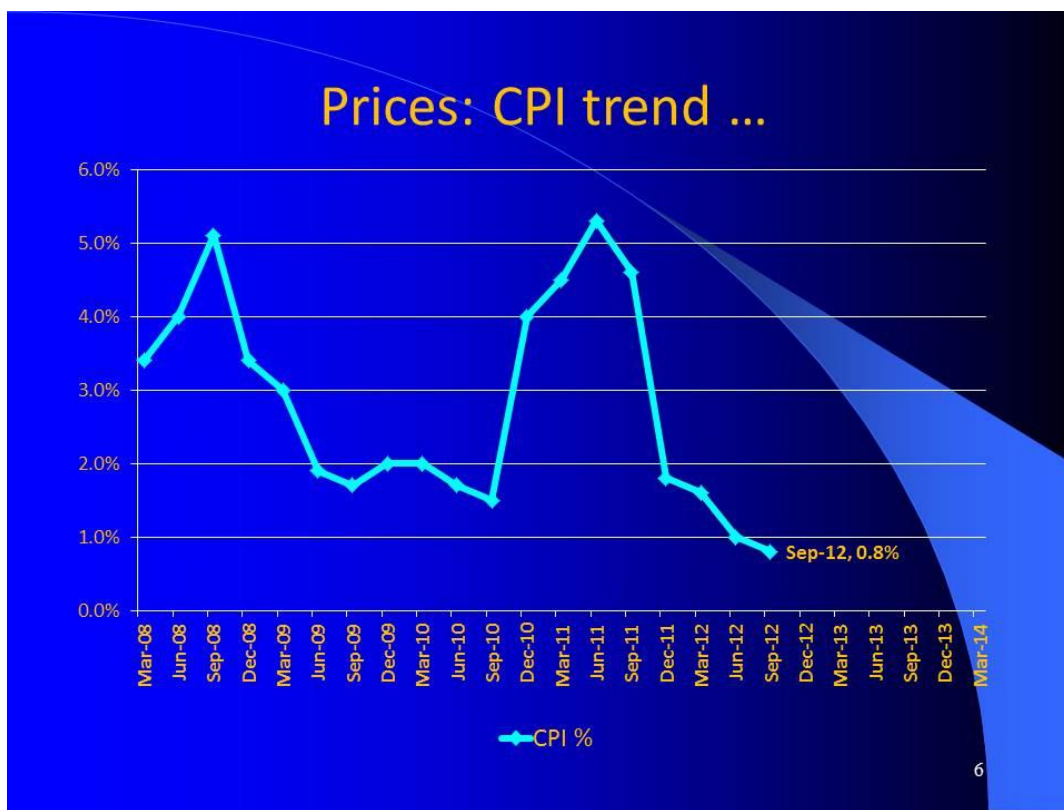
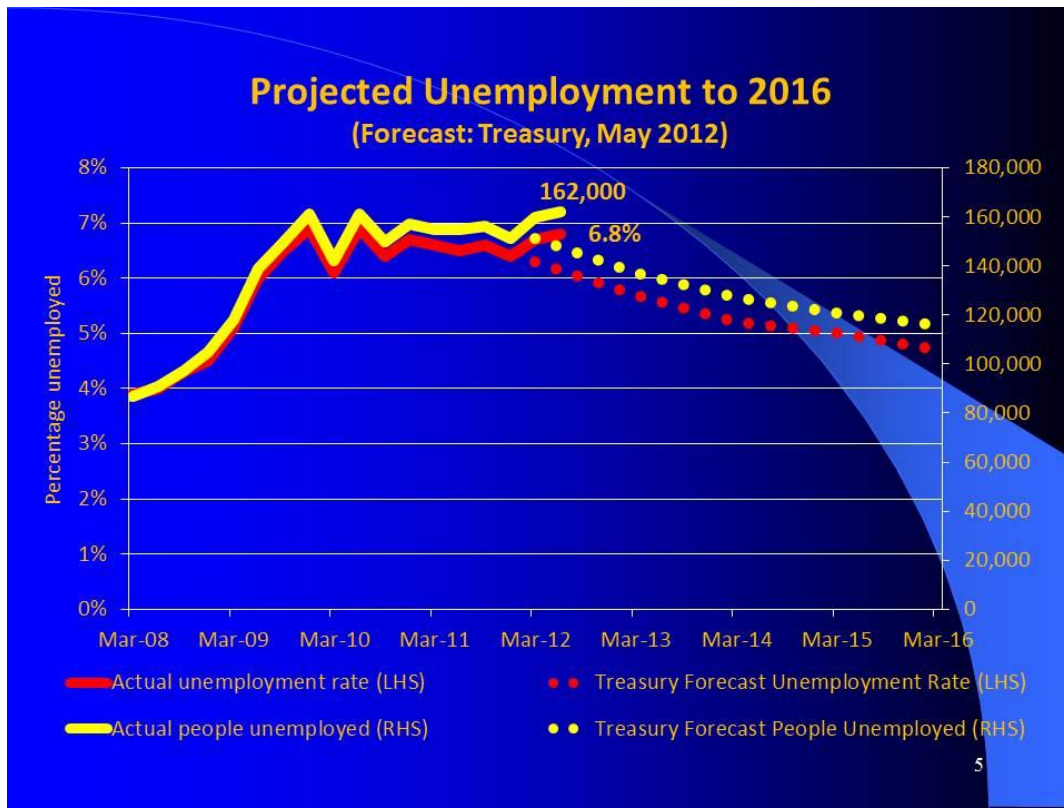
- State of the economy
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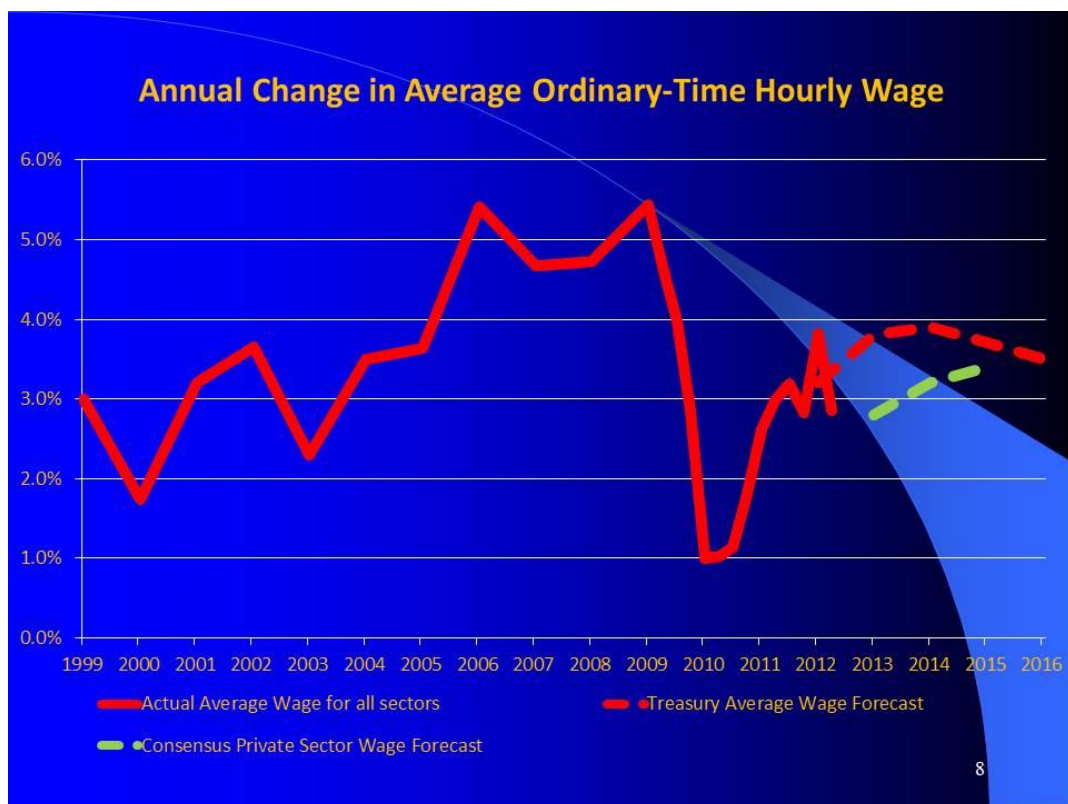
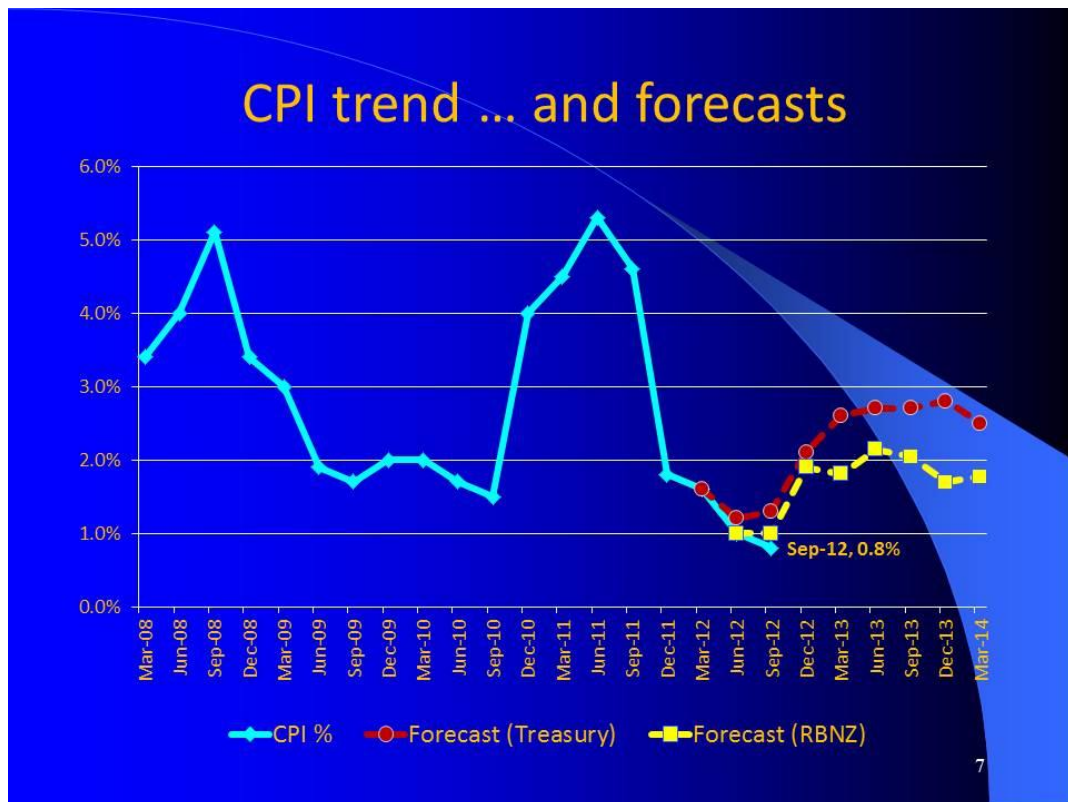
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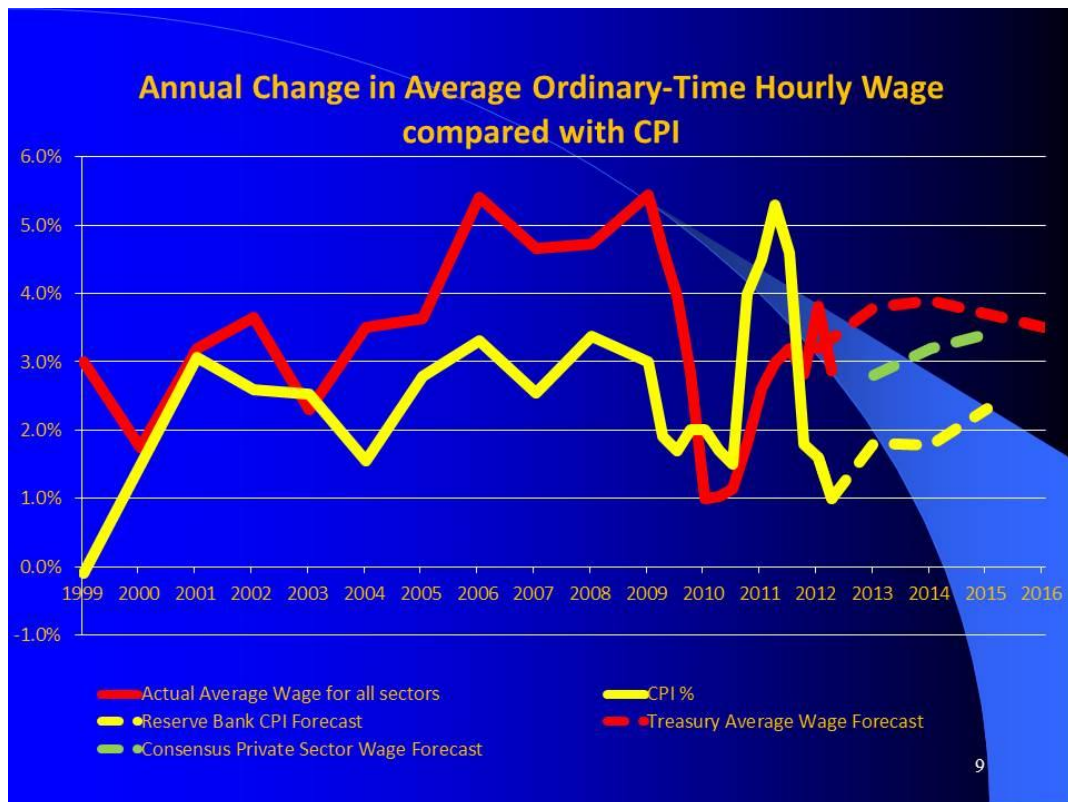
Projected Unemployment to 2016 (Forecast: Treasury, May 2012)

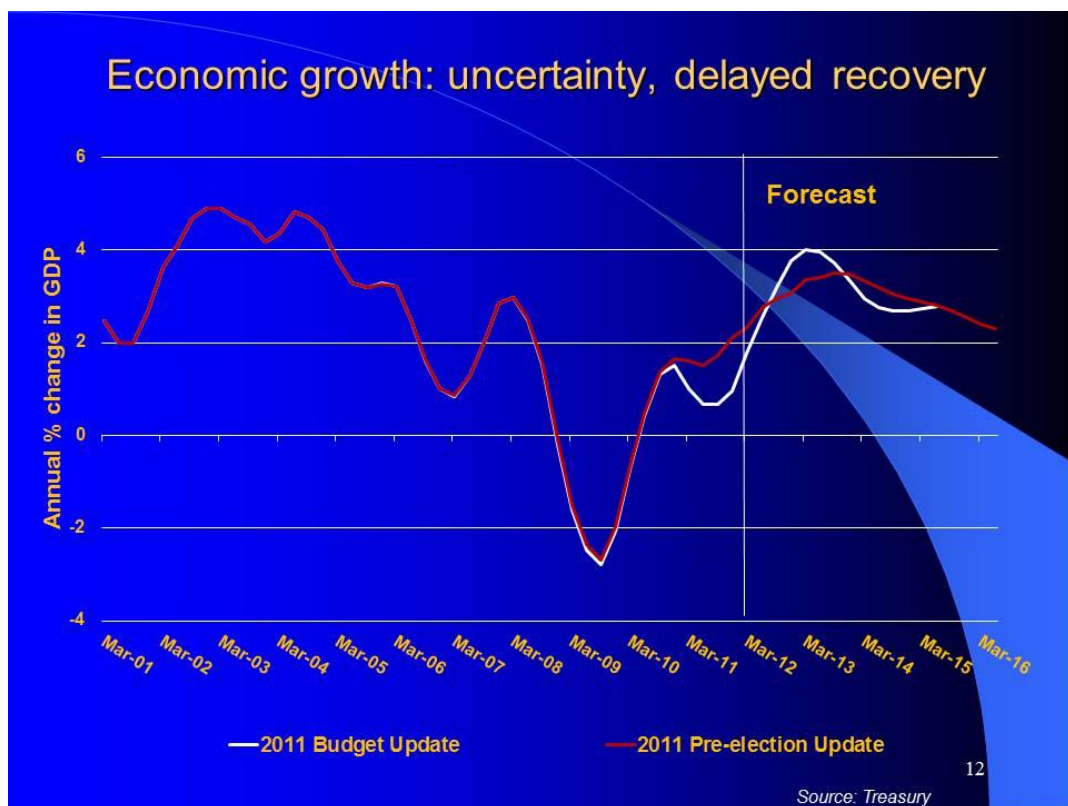
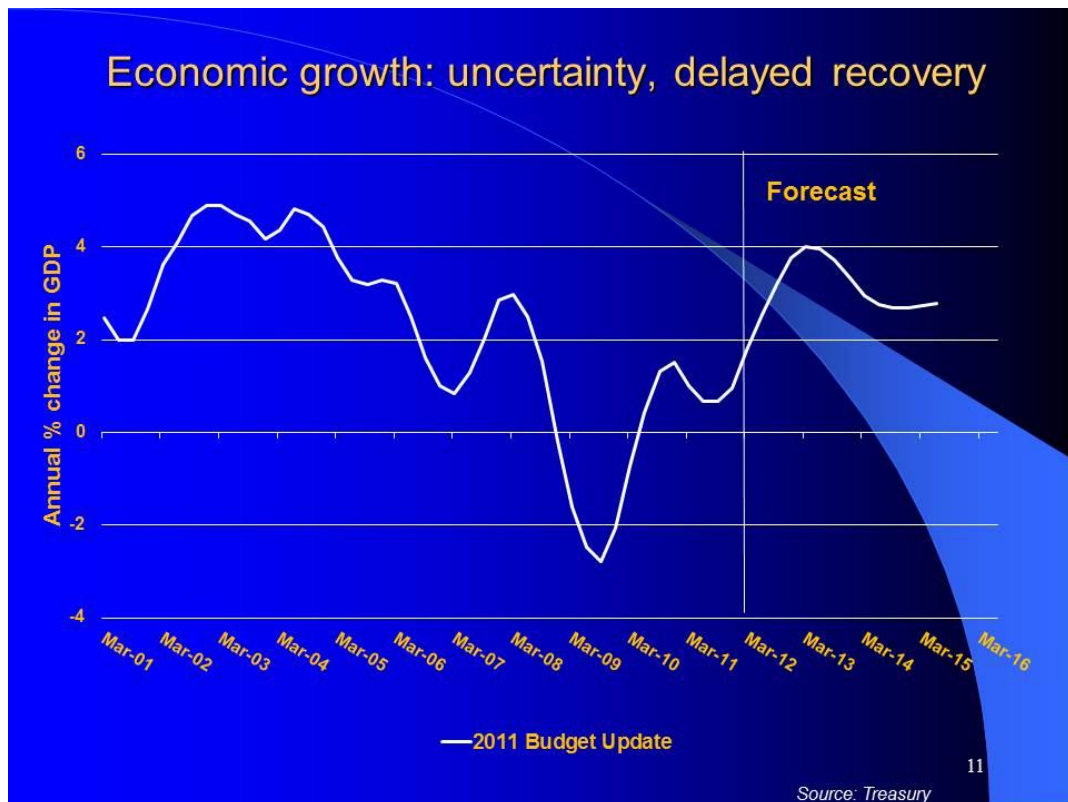


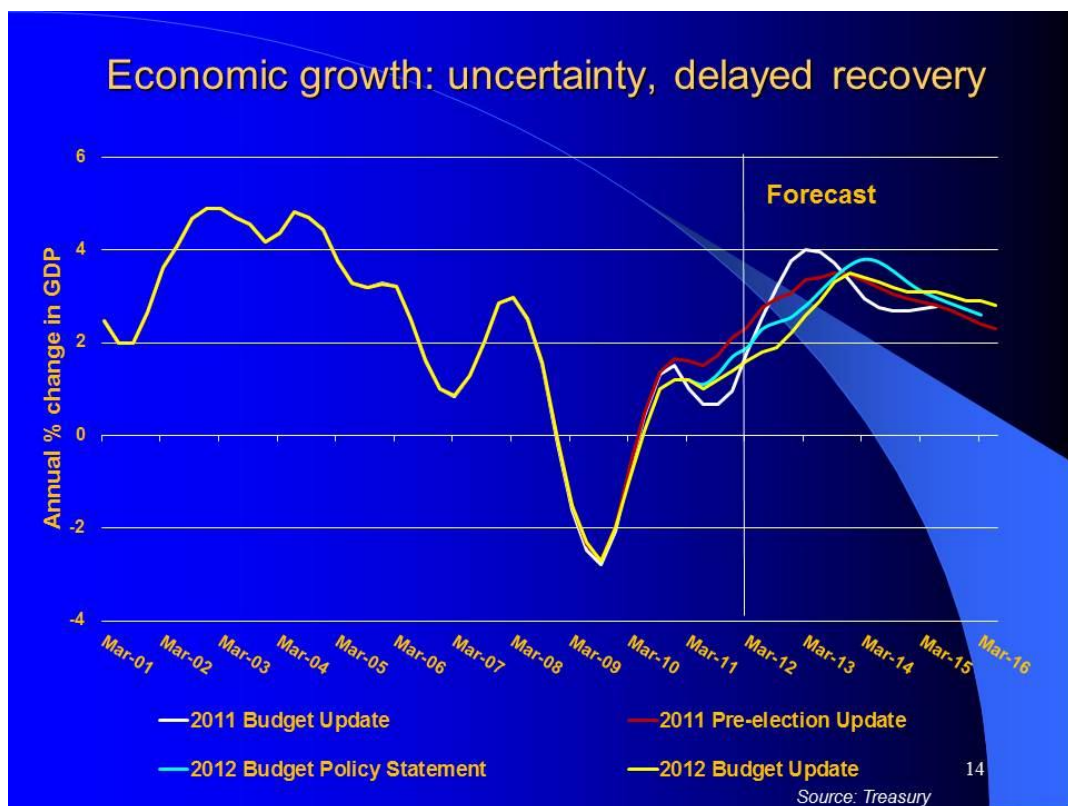
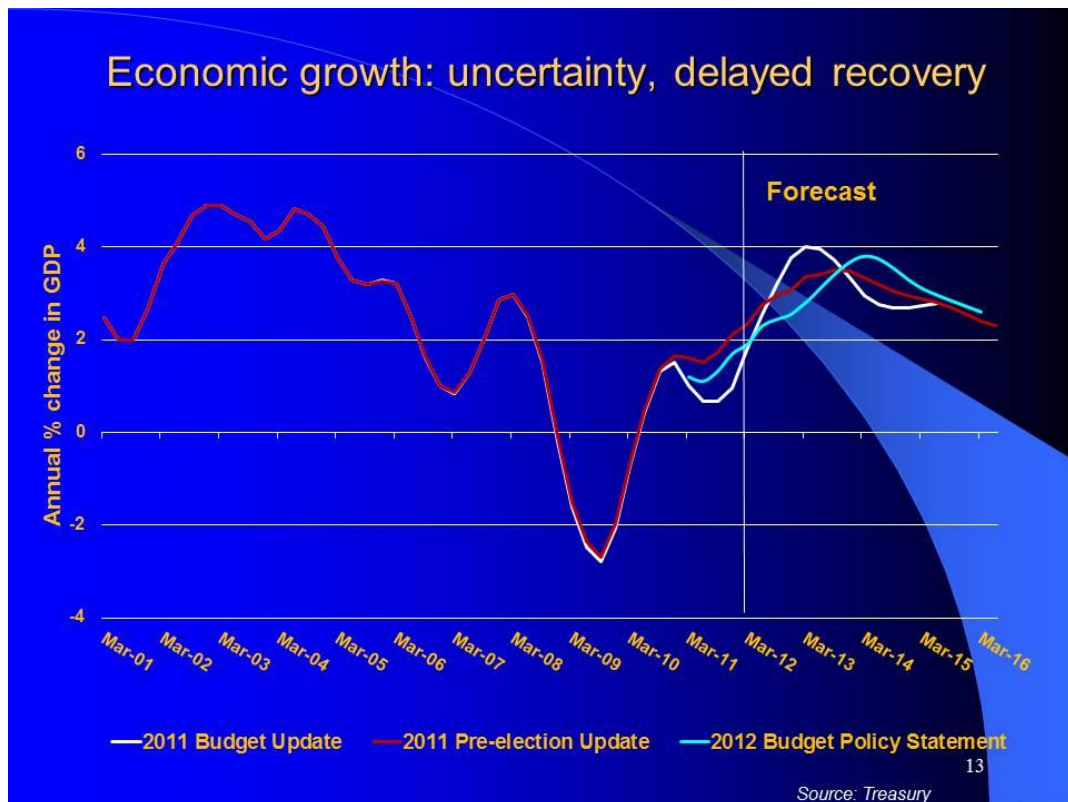
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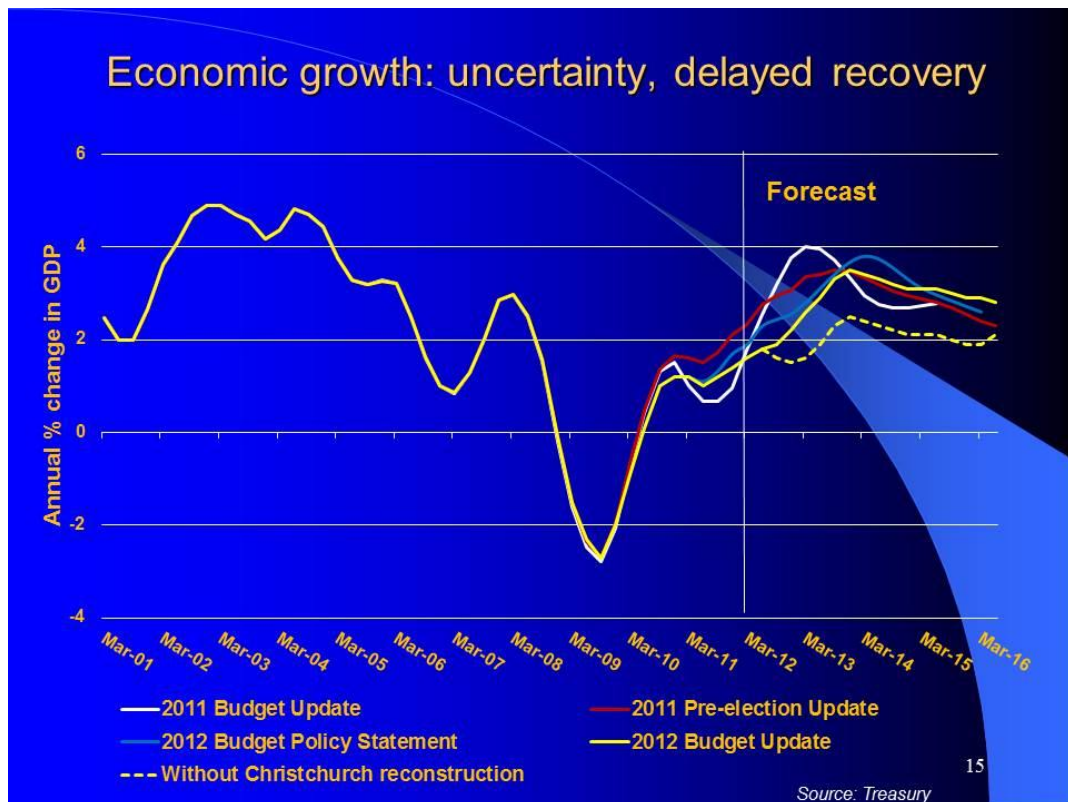












New Zealand situation

Two quarters of respectable growth:

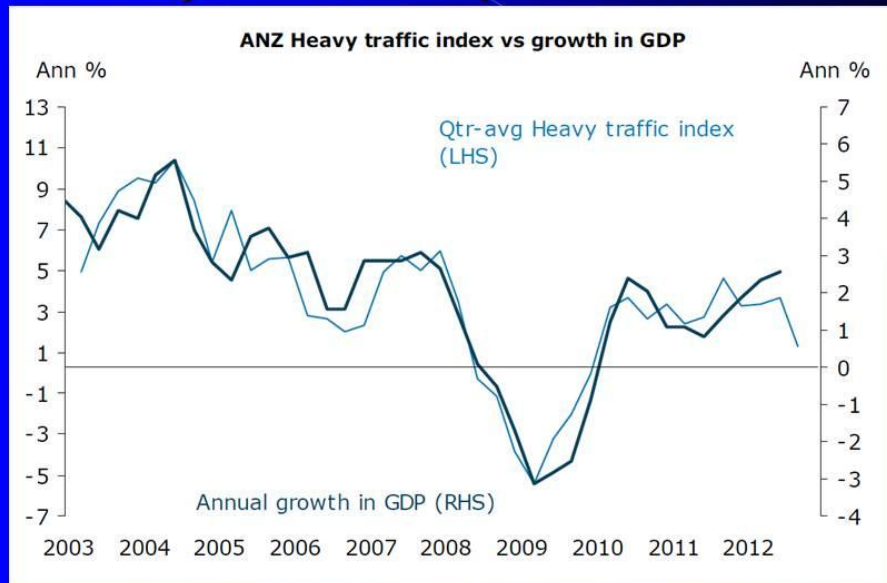
- 1.0% in March. 0.6% in June 2012
- Annual growth 1.6%, 2.0% respectively
- But not expected to keep up

NZ Institute for Economic Research, 9 October:

- “Recovery continues to disappoint as growth slows”
- Slower rebuild in Christchurch
- Growth in Auckland (but house prices rising again)
- Slowing elsewhere

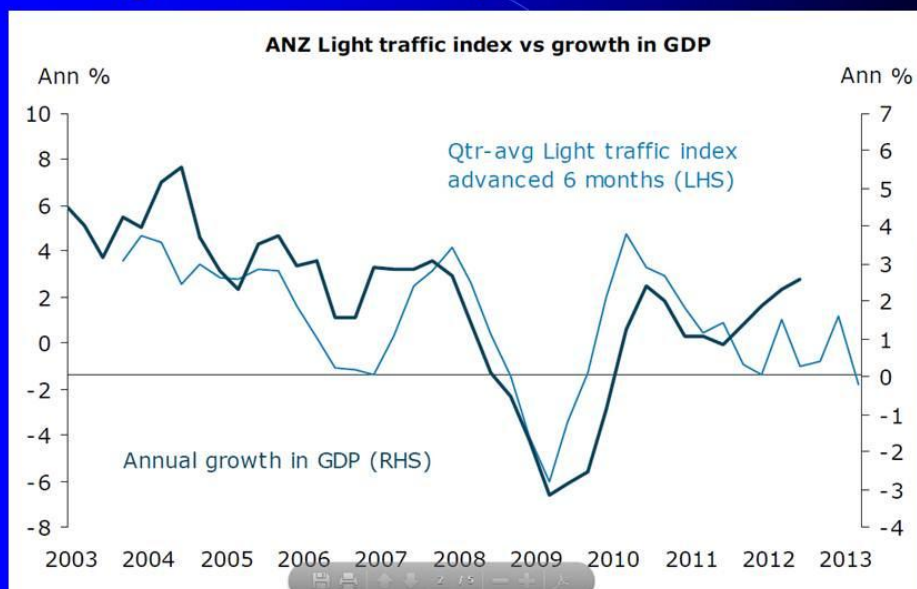
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ANZ “Truckometer”: Heavy traffic as a predictor of GDP



17

ANZ “Truckometer”: Light traffic as a predictor of GDP



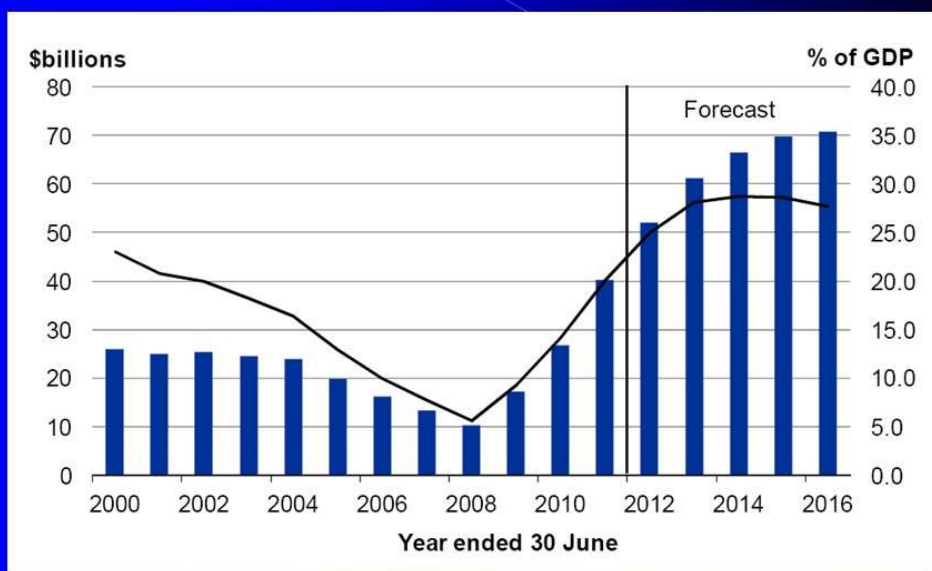
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Overview

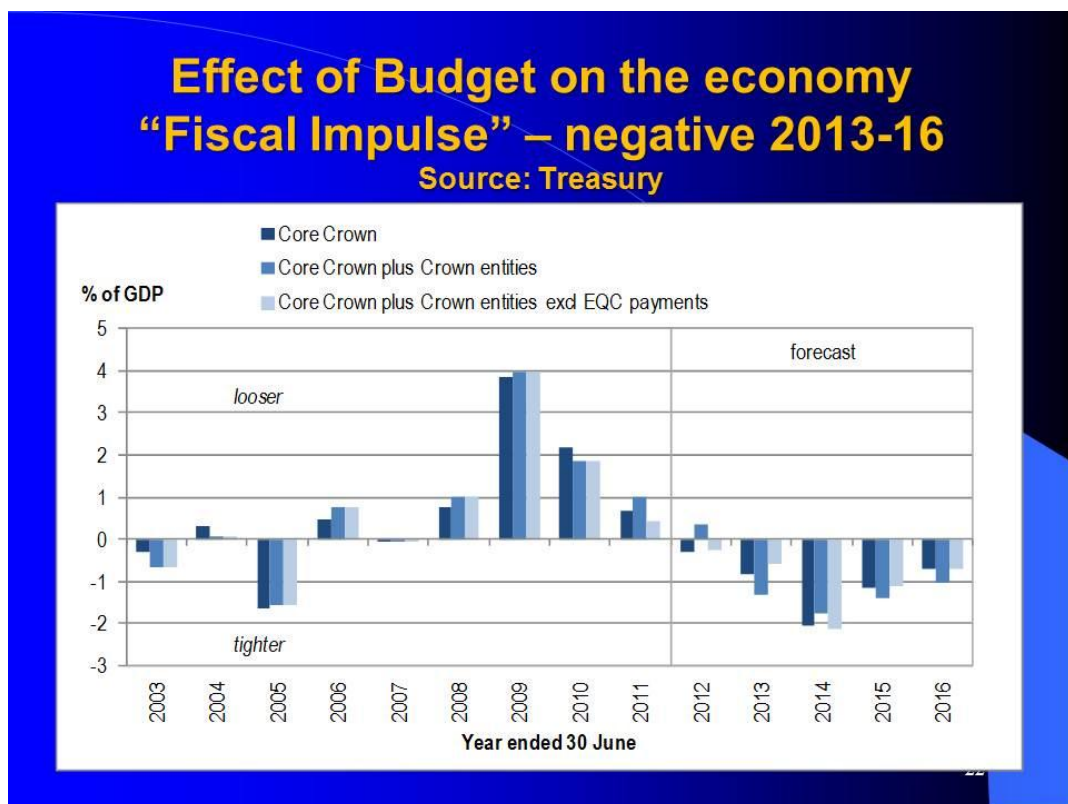
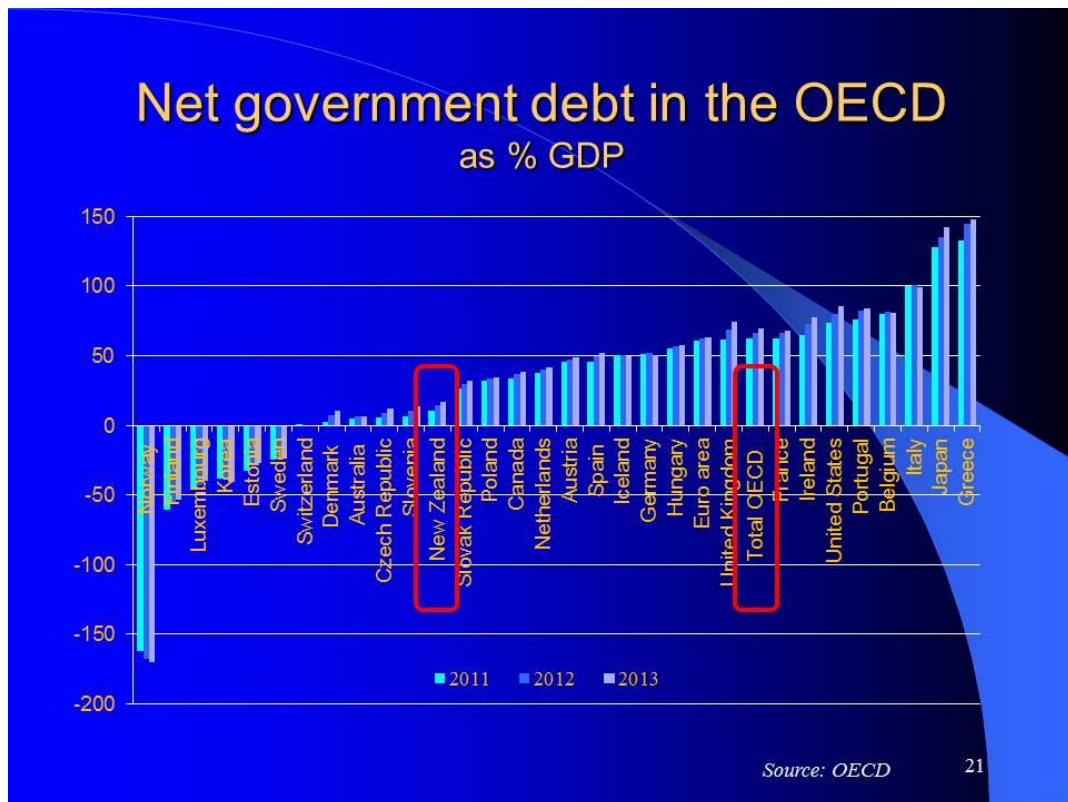
- State of the economy
- What the government is(n't) doing
- The international situation

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Net core Crown debt

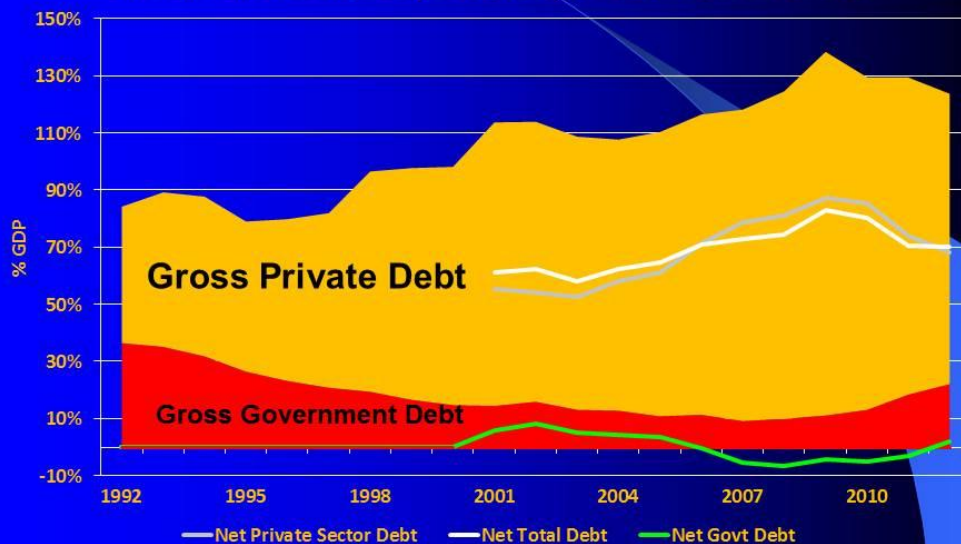


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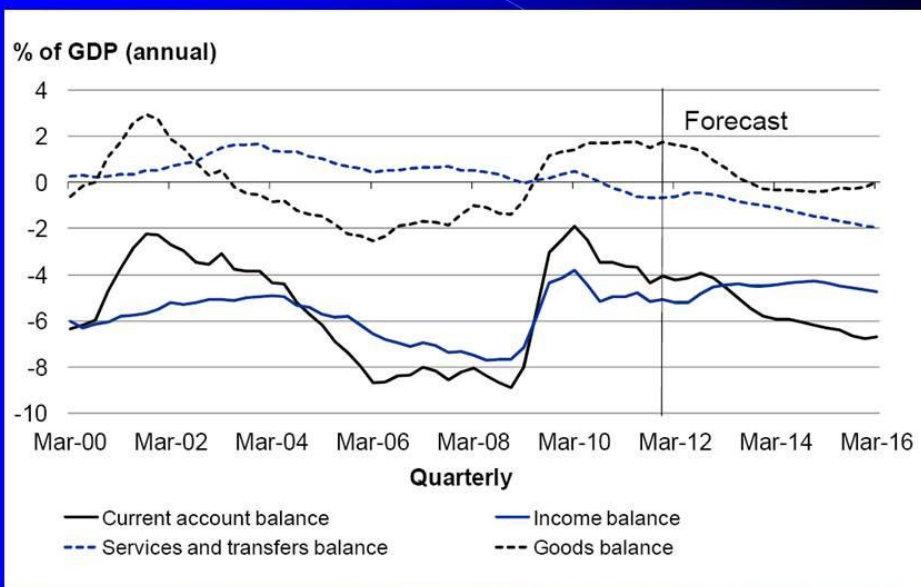
The real problem: overseas debt

Overseas Debt as percent of GDP 1992-2012



23

Current account balance



24

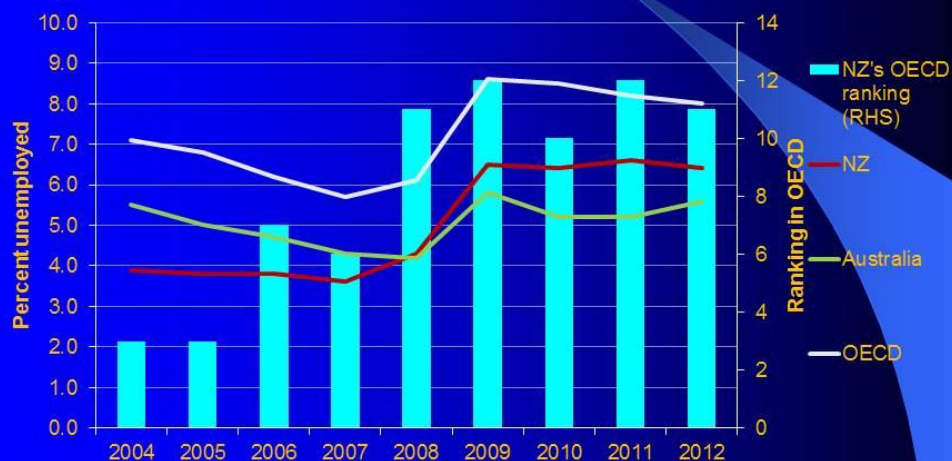
Has the government been a good economic manager?

- Been through hard times – but so have most high income countries

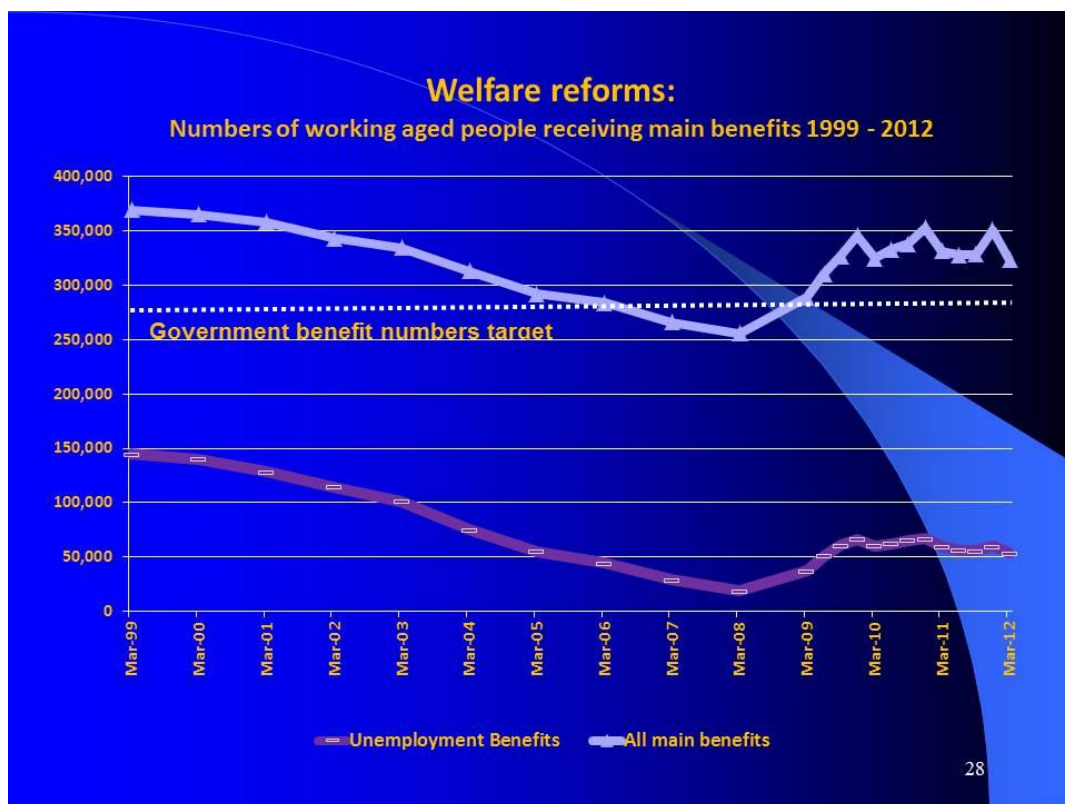
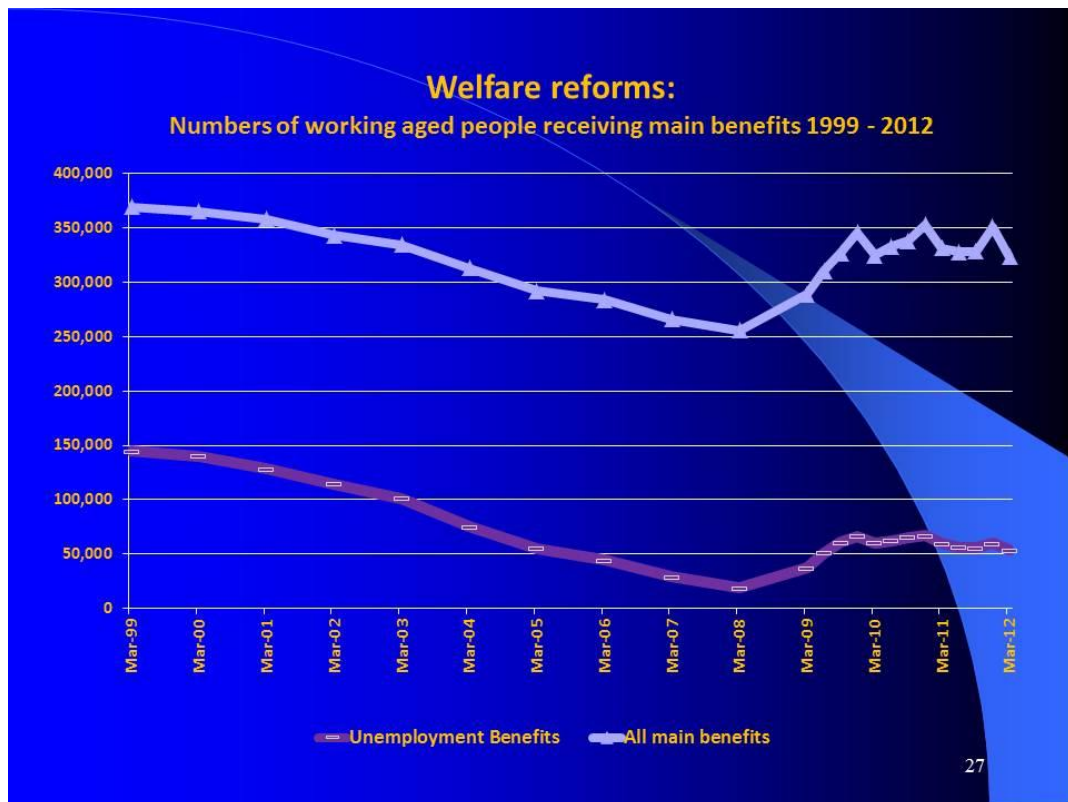
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Unemployment rate:

Steep rise in crisis, much worsened ranking.
Higher than Australia's - first time since 2000



26



Overview

- State of the economy
- What the government is(n't) doing
- The international situation

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International situation

- Depression in Greece, Spain, close in Portugal, Ireland, threat in Italy...
- 21% unemployment in Greece
- 25% unemployment in Spain
- €100b (\$163b) Spanish bank bailout – added to government debt by EU
- Divisions between EU countries – some progress?
- People out in the streets

30

International situation

- Voters rebelling: 10 of 17 governments using Euro defeated in just over year
- Could be good sign – opposing austerity economics
- No reason for panic, but long way to go
- Slowing growth in China
- Threatens Australian economy – increasingly dual-speed: mining vs rest
- Divisive debate on recession in US underlying toxic election

31

Risk of recession

- “Austerity-lite” policies
- Not Europe – but recipe for continuing stagnation or recession
- Very dependent on Christchurch reconstruction, good commodity prices
- But falling prices, high dollar, Christchurch not going as fast as hoped
- Is this good economic management?

32

Conclusion

- GDP one of least hit by global crisis
- But back to old growth ranking
- At risk from world economy, spending cuts
- Lost considerable ground in unemployment
- Government debt low at start, still is
- But economy still unbalanced
 - Socially
 - Overseas indebtedness

33

Questions?

34

What else was in the Budget?

- Showed its priorities
- \$4.4 billion “reprioritisation” over four years
- \$2.2 billion/year in tax cuts to top 10% of income earners from 2010
- But tightening for middle and low incomes

35

What else was in the Budget?

- Apparently minor annual adjustments
- Examples:
 - family tax credits for over-16 children
 - Working for Families abatement rates and thresholds in last year’s Budget
 - student allowance parental income threshold
 - early childhood education funding
 - asset testing thresholds for residential aged care
 - funding of most government agencies
- Eats away at value – significant over years

36

What else was in the Budget?

- Growing number of services with disgraceful pay levels
 - Sleepover case
 - Carers in aged care (EEO Commissioner's report; Oceania dispute)
- IRD now going after "tips in the hospitality industry and under the table payments to seasonal workers"
 - What about the 161 wealthiest people IRD monitors? Only 67 reported income over \$60,000 in 2008

37

Smoke and mirrors

- "Zero budget" (actually about \$300m)
- Any "new" spending came from cuts, increased user charges or increased productivity
- E.g. Health
 - Minister claims \$435m "new initiatives"
 - Documents show \$405m
 - New money said to be \$358m
 - But only \$337m extra compared to Budget 2011

38

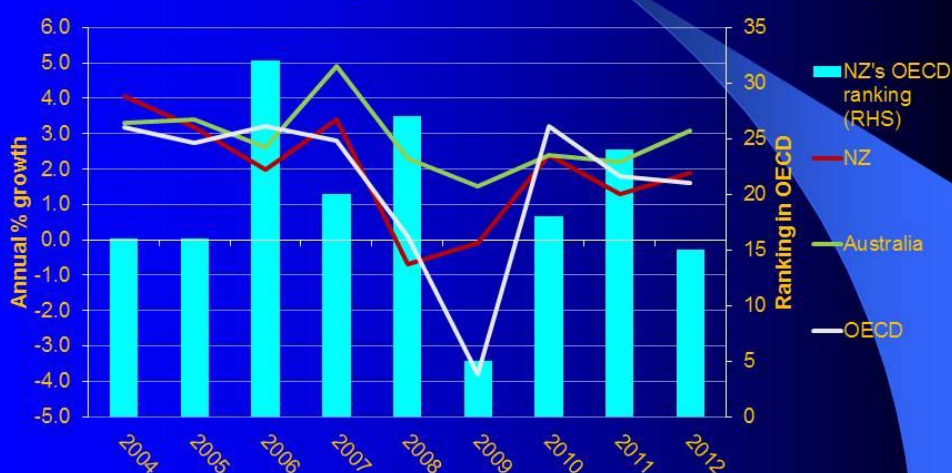
Privatisation

- Partial asset sales forecast to lose net \$325m more in revenue over 2013-16
- But Treasury expects they will raise more than they are valued in the books
 - Higher electricity prices?
- “Future Investment Fund”
 - Various capital projects announced from it
 - But will go ahead regardless of asset sales

39

GDP growth:

NZ wasn't hit as hard by crisis. Earthquake effect transitory. But back to old ranking.

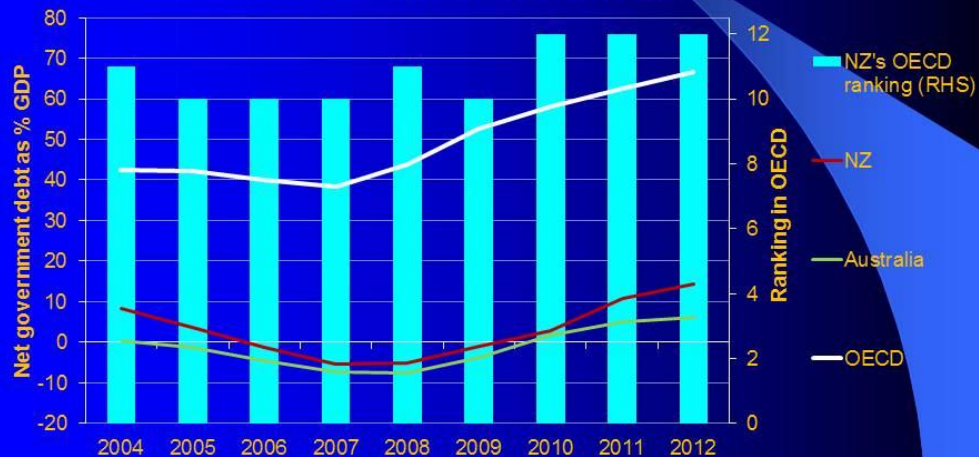


40

Government debt

Started low. Still low. Slightly worse ranking.
Earthquake hit.

Net government debt as % GDP

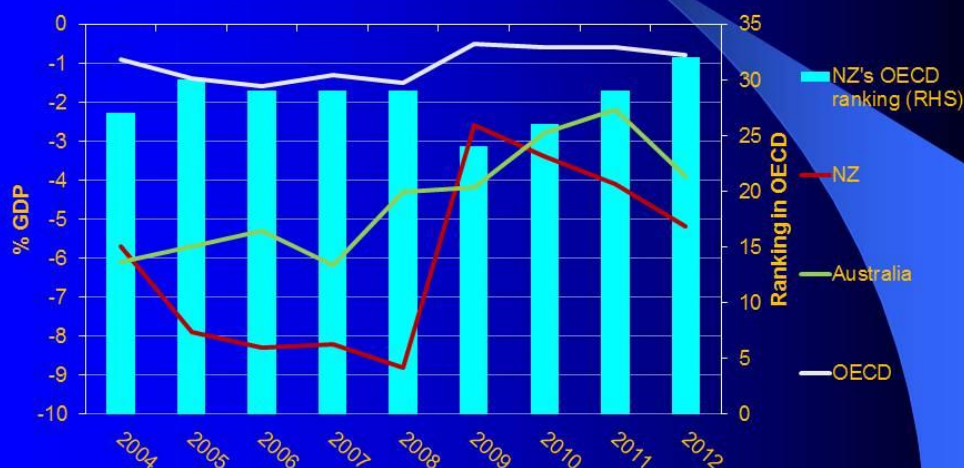


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Current Account Deficit

Gap between what's earned and spent abroad: drives international debt – much greater debt concern.

Forecast to worsen.



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APPENDIX K

Health and Safety



A bit of OHS history



- 1990 - Occupational Safety and Health (OSH) Bill
- Change from prescriptive to performance based legislation
- Introduction of health and safety reps

1992 Introduction of the Health and Safety in Employment Act



2002 HEALTH AND SAFETY IN EMPLOYMENT ACT AMENDED TO RECOGNISE WORKERS RIGHTS INCLUDING,

- Health and Safety Reps -Section 19(C)
- H&S rep training -Section 9(E)
- Hazard notices – Section 46(A)
- Employees right to refuse work likely to cause serious harm Section 28(A)
- H&S Rep access to information Section 12
- Making recommendations under Section 19b(b)
- **Employee participation agreements Section 19(C)**



Ross Wilson

Joint Employee Participation Agreement between

KiwiRail Group of companies
and the
Rail and Maritime Transport Union



FUNCTIONS OF HEALTH AND SAFETY REPS

1. To promote the interests of all employees
2. Attend Health and Safety Action Team meetings and report back to employees;
3. Identify and assist in the development of appropriate control measures for hazards in the place of work;
4. Assist in reviews of workplace hazards and their controls to ensure they remain effective;
5. Encourage and support the reporting of incidents, review site trends and participate in problem solving of any issues arising from incident analysis;



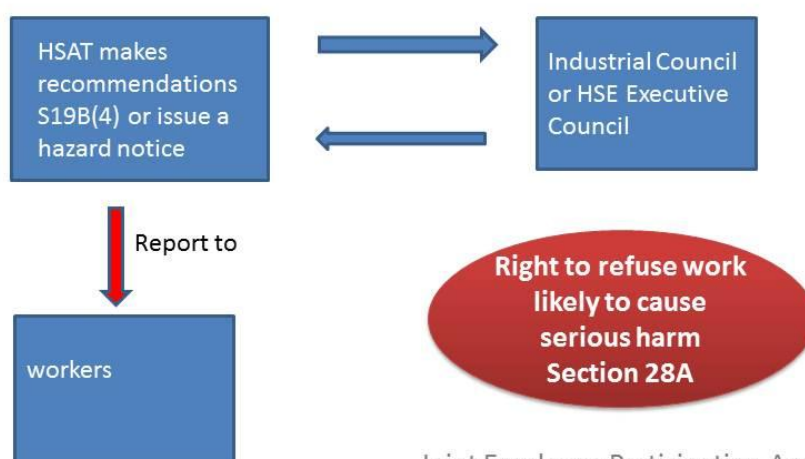
Joint Employee Participation Agreement
between RMTU and KiwiRail

Functions of health and safety reps continued

- Participate in the review of significant incident investigations and re-enactments and report back to the health and safety committee
- To promote and represent those employees who have been harmed at work, including arrangements for rehabilitation and return to work as appropriate;
- Liaise with employees in the work area in order to identify health and safety initiatives and concerns;
- To actively participate in the ACC Partnership Programme annual audit process including the self-assessment process and employee focus group interview ;
- Assist with the selection, provision, proper use and maintenance of protective clothing and equipment
- Meet with new employees/contractors as part of induction process

Joint Employee Participation Agreement
between RMTU and KiwiRail

Problem solving /escalation problem



Joint Employee Participation Agreement
between RMTU and KiwiRail

EPA cont.

Health and Safety Rep Elections

Health and Safety Action teams

Elected union/employee rep

Health and Safety Training

Time and resources for Reps



Joint Employee Participation Agreement
between RMTU and KiwiRail

What's next?

Renew and improve all RMTU EPA's

Review the Health and Safety Action
Teams/committees

Ensure all H&S reps are trained

Workshop

1. Are H&S action teams/committees seen as important for providing representation in health and safety?
2. What is currently working well and should continue?
3. What doesn't work well and needs to change?
(15-20 mins)

Report back (15 mins)