

Rail & Maritime Transport Union

“Fighting Fatigue for Safety”

3rd Biennial Conference

&

21st Delegates’ Conference



24-26 October 2018

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BIENNIAL CONFERENCE ATTENDEES

The West Plaza Hotel, Wellington – 24-26 October 2018

NATIONAL MANAGEMENT COMMITTEE

National President
 General Secretary
 National Vice-President & Wellington Rail Rep
 Women's Representative
 Auckland Representative
 North Island Ports Representative
 South Island Ports Representative
 North Island Rail Representative
 South Island Rail Representative

Aubrey Wilkinson
 Wayne Butson
 Howard Phillips
 Ruth Blakeley
 Bill Sweeney
 Dave Marden
 Andy Kelly
 John Keenan
 Mike Williams

DELEGATES

Auckland Rail
 Bay of Plenty Port
 Bay of Plenty Rail
 Christchurch Rail
 Hawkes Bay Port
 Hawkes Bay Rail
 Hutt Workshops
 Lyttelton Port
 Marlborough Port
 Nelson Port
 Northland Rail
 Otago Rail
 Palmerston North
 Port Chalmers
 Taranaki Port
 Timaru Port
 Timaru Rail
 Waikato Rail
 Wellington Port
 Wellington Rail
 West Coast Rail

Leighton Mosese
 Kelven Martin
 Conrad Wright
 Jed O'Donoghue
 Phil Taana
 Mike King
 Myles Carter
 Stuart Marsh
 Simon Overend
 Allan Addison-Saipe
 Albert Barr
 Gareth Bachop
 John Millward
 Alastair Crichton
 Daniel Manu
 Naylor Young
 Doug Blakie
 Matthew Hamilton
 Jason Newman
 Vaughan Davidson
 Ron Nijssen

OBSERVERS

Auckland Rail
 Auckland Rail
 Auckland Rail
 Auckland Rail
 Auckland Rail – Women's Rep
 BOP Port
 BOP Port
 BOP Port
 BOP Rail
 BOP Rail – Women's Rep
 Christchurch Rail
 Christchurch Rail – Women's Rep
 Hawkes Bay Port

Jas Giri
 Paul Stirling
 Andrew Ward
 Steven Wilson
 Tania Hooper
 Chuck Atkins
 Dallas Tamati
 Steve Simpson
 Shane McNae
 Allana Ranui
 Malcolm Ross
 Bernie Jones
 Campbell Angus

Hawkes Bay Port – Women’s Rep
 Hawkes Bay Rail
 Hawkes Bay Rail
 Hutt Workshops – Women’s Rep
 Lyttelton Port
 Lyttelton Port
 Lyttelton Port
 Lyttelton Port
 Lyttelton Port – Women’s Rep
 Marlborough Rail – Women’s Rep
 Nelson Port
 Nelson Port – Women’s Rep
 Otago Rail
 Otago Rail – Women’s Rep
 Palmerston North Rail – Women’s Rep
 Port Chalmers
 Port Chalmers – Women’s Rep
 Taranaki Port – Women’s Rep
 Timaru Port – Women’s Rep
 Waikato Rail
 Waikato Rail – Women’s Rep
 Wellington Port
 Wellington Rail
 Wellington Rail – Women’s Rep

NZ CTU

NZCTU KOMITI PASIFICA REP
 NZCTU OUT @ WORK REP
 NZCTU YOUTH REP

RMTU

ADMINISTRATION ASSISTANT
 ADMINISTRATION OFFICER
 HEALTH & SAFETY ORGANISER
 INDUSTRIAL ORGANISER
 INDUSTRIAL ORGANISER
 INDUSTRIAL ORGANISER
 INDUSTRIAL ORGANISER

INTERNATIONAL GUESTS

Mick Whelan
 Dave Calfe
 Deborah Reay
 Simon Weller
 Andy Holt
 Peter Munday
 Mark Supple
 Mick Cash
 Klaus Pinkas
 Øystein Aslaksen

Roz Muir
 Joe Gibson
 William Te Amo
 Dodie Joseph
 Heiner Benecke
 Samuel Marsh
 Laurie Collins
 Brian Watkins
 Pare-Ana Bysterveld
 Tania Haraki
 Jeremy Diskin
 Ann Wells
 Michael Batt
 Demelza Ryall
 Lisa Davidson
 Renay Hope
 Rebecca Hauck
 Toni Blair
 Jana Philpott
 Rowan Hodgson
 Debbie Brown
 Scott Mytton
 Christine Fisiiohi
 Tangiwai Haney

Katrina Kalolo
 Malcolm Sired
 Campbell Leggett

Chelsea Cardy
 Debby Green
 Karen Fletcher
 Rudd Hughes
 John Kerr
 Phil Spanswick
 Todd Valster

ASLEF
 ASLEF
 ASLEF
 ASLEF
 RTBU
 RTBU
 RTBU
 RMT
 TWU
 ITF

**MINUTES OF 3rd BIENNIAL CONFERENCE
and 21st DELEGATES' CONFERENCE
HELD AT THE WEST PLAZA HOTEL, WELLINGTON – 24-26 OCTOBER 2018**

DAY 1 Wednesday 24 October 2018

WOMEN'S WORKSHOP

The Women's Workshop opened with a Karakia by Katrina Kalolo following this Ruth Blakeley, the chairperson asked for a minute of silence.

All delegates then introduced themselves and gave brief descriptions of where they worked and what they did.

1. Ruth Blakeley gave a brief talk about the highlights of the Women's Conference at the ITF Congress in Singapore. She spoke about the issue of how there are no toilets for women workers around the world and suggested RMTU should start a toilet campaign.
2. Polly Bysterveld gave an update on the ICLS Conference she attended in Mongolia in September. She spoke about women around the world fighting for equal rights and how women share the same issues of bullying, intimidation and getting arrested at protests.
3. Christine Fisihoi gave update on the ITF Women's Conference in Marrakesh that she attended in November 2017. At the conference the issues discussed were about parental leave, harassment, rapes, and how women are treated like second class citizens. There was a strong sense of "Sisters here for each other".
4. Roz Muir from Napier Port spoke about the new port CEO, funding for the new wharf which posed a new rates increase or the selling of the port. She also spoke about the port employees opinions on applying on re-applying for their position if the port is sold.
5. Ann Wells from Port Nelson spoke about the passing of the former Branch President Peter Hoff and having Allan Addison-Saipe step up to be the new Branch President and her new role as Branch Secretary. They are currently working together to get employees excited to join the Union. She mentioned how well the Union and the port are working together. They just had the Fatigue workshop run by Karen Fletcher which had a successful turnout. Next is Delegates training with John Kerr on November 8th.
6. Lisa Davidson was nominated to be the RMTU's CTU Womens Rep. The group acknowledged and thanked Christine Fisihoi for her contribution in the role.

There was further discussion about issues in the workplace

Morning Tea 1030 hrs

Invited Speakers:

1. Debbie Reay was welcomed to the Workshop.

She introduced herself and her background as a train driver on the London underground in the UK and the head of the Women's Committee from ASLEF. She spoke about the following:

- The similarities between NZ & UK: when women got the vote, the first female MP, the first female PM and the women population percentage.
- The diversity in UK rail and how 6.5% are female drivers due to the issues of: the job is considered a man's job, childcare, and unsanitary conditions.
- ITF in Singapore campaign "The Right to Flush". This focussed on the lack of safe access to the toilet for women in which some women are forced to wear nappies and have menstrual soaked clothing. There is also a high percentage of rapes occurring. This is keeping women from transport jobs.
- Domestic abuse in the UK and Women's rights including equal pay, discrimination and sexual harassment.
- ASLEF campaign "Mind the Gag" which protects people from bullying and teaches people to think before you say as your comments can be hurtful and offensive.
- ASLEF Women's Committee policy on menopause
- Gave congratulations to NZ Labour Party giving 10 day paid release for domestic violence victims and KiwiRail same dollar amount pay rise. Also the win for the RTBU to keep guards on the trains and not be "Driver only".
- Further issues as a train driver including the poor air quality, ear problems with the rail "screech" and fatigue. Night train drivers treated poorly dealing with aggressive clientele.

After the conclusion of her talk, Lisa Davison thanked Debbie for her input and presented Debbie with a gift of appreciation.

2. Karen Fletcher gave update on action points from the Women's Forum 2017:

- Continue to promote RMTU women by writing a profile in the Transport Worker
- To start posting shorts videos on what women do at work on the Facebook page
- Create the mission statement "To inspire change through "EMPOWERMENT" – Educate, Motivate, Participate, Organise, Wahine Toa, Encourage, Respect, Maanakitanga, Equality, Nurture, Together.
- Have completed the collective on how women escape domestic violence
- Subgroups to work on organising merchandising groups for t-shirts, etc, fundraiser group & WIMDOI NZ group
- Create pathways to encourage women to work in ports and rail, ie women at career expos.
- Create a "Join the Union" initiative
- Health and Wellbeing
- The RMTU National Office will develop and have made 'iron on' badges that say 'RMTU Women's Rep'. These will be sent out to the Women's reps.

Women's Group Photo at 1150 hrs

The meeting concluded at 12.00 noon.

PORT WORKSHOP

The Ports Workshop opened with a Karakia from Daniel Manu. David Marden North Island NMC Ports Rep welcomed the group and Stuart Marsh from Lyttelton gave the safety brief. Andrew Kelly South Island NMC Ports Rep asked for a moment of silence for our fallen comrades.

1. Managing Fatigue at Quality Marshalling in Timaru

John Kerr, Shayne Jenkins and Naylor Young gave a presentation and they spoke about how Quality Marshalling identified fatigue as a risk and wanted it sorted before they settled bargaining for the new Collective Agreement. Therefore the RMTU and Quality Marshalling worked together to adopt a risk based approach on managing fatigue by establishing a Fatigue Risk Management group. This is to ensure that no grief is given to the employee if fatigue is reported and it emphasises safety is a priority and a right.

This group focuses on these main points:

- Monitor risk of fatigue
- Educate workers and employers about risk
- Make sure both parties are fulfilling responsibilities to deal with fatigue

The group will meet monthly for the first six months and then quarterly thereafter. They have discussed the following points in managing fatigue: New technology which help identify fatigue (ie. FADE program), rosters and breaks, education, training, health and wellness. This is currently a work in progress and Quality Marshalling has ensured that their employees do not exceed over 45 hours a week, and the key is to have enough staff to do so. The establishment of the Fatigue Risk Management group resulted in a memorandum of understanding and the 2 year Collective Agreement was signed.

After this presentation Shayne Jenkins was thanked by John Kerr.

2. Maritime NZ

Karen Fletcher introduces Donald Calder and Brad Crowley. They both gave a brief introduction and background. The subjects they focused on is the MNZ role in incident investigations, the process for determining coverage between WorkSafe and MNZ in regards to investigating complaints and incidents, and how MNZ engage with worker representatives at the Ports. MNZ administers HSWA and associated regulations for work on board ships and where ships are places of work and the gangway is considered the point at which Maritime NZ becomes the regulator for ships as a workplace. MNZ focuses on these key duties: Monitor and enforce legislation, develop codes of practice and provide guidance, information, research, collect statistics. When there is a gray area MNZ communicates with WS to decide who will investigate and MNZ will take lead in any investigation where the workplace is on-board a ship. There could also be scenarios where both investigate – WS under HSWA and MNZ under MTA for the same event.

They gave a brief about fatigue and its mention in the Health and Safety at Work Act 2015. Under HSWA all crew must take reasonable care to ensure that nothing they do on board harms themselves or any other person. Fatigue is a risk that must be managed as it is the cause of many accidents. Points that were mentioned were: What causes fatigue, what are the symptoms, ways to deal with fatigue and recommendations to avoid fatigue. MNZ closed with the HSWA principle principle that workers and other persons should be given the highest level of protection against harm to their health, safety, and welfare from hazards and risks arising from work.

Samuel Marsh thanks Donald Calder and Brad Crowley from Maritime NZ.

Afternoon Tea 1510 hrs

All delegates introduced themselves and gave a brief description of where they work, their job position and any updates or issues. NMC representative Andrew Kelly thanked the Port of Nelson delegates for building solidarity and thanked all the delegates for their support during the Lyttelton dispute.

3. Napier Port

David Marden, the Port Chairman gave update about the privatisation of Napier Port. He spoke about the current four options on the table:

- Rate payers pay for the new wharf by payer higher fees
- Cornerstone option of 30%
- Port of Tauranga sell down privatization
- Concession lease 50 year model

Discussion around ways to avoid the sale of the Port included:

- Making a recommendation of preferential shares to staff and residents of Hawke's Bay. Don't want overseas investments and trying to avoid overseas investments
- Endeavour a campaign against the sale of Napier Port with the message "Napier Port is not for sale". Mentioned the website "Our Port, our say" website for locals to vote for referendum.
- Raising awareness by getting involved in public exposure by suggesting Dave Marden get elected on regional council

Phil Spanswick read drafted resolution of support.

Moved: Ruth Blakeley

Seconded: Naylor Young

Carried.

4. Organising Diamond

Rudd Hughes speaks about the model for dealing with issues:

- Recruitment
- Informed Activism
- Leadership Development
- External Leverage

5. Nelson Port

Branch Chair Allan Addison-Saipe gives update about stepping into the role after the passing of Peter Hoff former Branch Chair. He gave a summary of the Nelson Port expansion, increased Union membership by raising Union awareness by new CEA wage, building a strong Union team and gaining respect from their employers, the successful Fatigue Management seminar run by Karen Fletcher. He spoke about this years goal is to keep Union interest and try to get C3 members to join, continue with Fatigue workshops, tackle the complications with shifts and delegates training.

Resolutions:

1. MANAGING FATIGUE IN A PORT ENVIRONMENT.

After the report and workshop.

The following resolution was carried:

"That we continue with the pattern bargaining approach that was agreed at the 2017 Ports Forum around fatigue. That at the 2019 Ports Forum that all Port branches present their Fatigue Agreements."

Moved: Aubrey Wilkinson **Seconded:** Daniel Manu Carried.

2. PORT OF NAPIER OWNERSHIP.

After a full report from the Port of Napier delegates the following resolution was carried:

"That the 2018 RMTU Biennial Conference call on all RMTU members to fully support the Port of Napier's RMTU membership who are battling against the Hawkes Bay Regional Council's intention to sell off their Port of Napier shareholding. As the proposed sell off will undermine the hard won wages and conditions that the RMTU members currently enjoy."

Moved: Naylor Young **Seconded:** Kelven Martin Carried.

3. PORT NELSON has achieved stellar growth/recruitment and member engagement. Discussion and workshop.

The following resolution was carried:

That the Port branches receive a paper on the Organising Diamond and the branches will work through the diamond and will report back to the 2019 Ports Forum.

Moved: Ann Wells-Donoghue **Seconded:** Andy Kelly Carried.

It was agreed that the following agenda items will be forwarded to the 2019 Ports Forum:

1. AUTOMATION.

As the Ports of Auckland is introducing automation with the introduction of their 3 new cranes which will impact jobs to the detriment of workers.

2. SIMULATORS, 3 vessel loading / stevedoring, Sim's in NZ currently – impact, who to train, who controls, who not to train, international implications for PC's

3. RAIL / PORT BRANCH LIAISON. Branches to report on the agreement at the 2016 Biennial Conference on improving the liaison between Port and Rail branches

Is your Branch's relations with the neighbouring rail branch closer now, if not, why not?

What could you organise joint branch activity around in the next six months?

4. INLAND PORTS - Membership, Pay rates and Agreements

How have Canterbury and Otago succeeded in organising their Inland ports.

5. OTHER UNIONS.

Relationship with ISO, ISL and MUNZ.

6. INTERNATIONAL.

International Marine Sector and ITF.

The Ports Chairperson, David Marden closed the Ports Workshop at 1700 hrs.

RAIL WORKSHOP

1. Industrial Councils

Todd Valster presented a summary of the main work of the Industrial Councils in 2018 and also gave thanks to Michael Williams for his efforts on the KiwiRail Industrial Council (KIC).

Comment was made that the terms and references in the MECA were out of date such as the Oil and Ontrack sections. A lot of people were not employed under either sections and resources were needed to tidy the problem up. Technicalities are being used from the MECA to deny allowances.

The question as to who was certified to work on the rail corridor was raised. There was a lot of project work being contracted out and RMTU members were expected to support these people. Networks needed to know who was on the network at any time. Continued after guest speaker.

2. Guest Speaker

Andrew Norton from KiwiRail was introduced who opened by saying KiwiRail was happy to be working with the RMTU who was seen as a strong democratic union that can be communicated with. In his update he advised that they were recruiting – a recent graduate programme for five positions had seen over 800 people apply. Company profit was up 14% and the passenger score ratings had improved. He expressed his pride in the latest collective agreement deal which had taken one day to establish the framework. Rail was worth between \$1.5 and \$2billion per year to the NZ economy. KiwiRail was committed to reducing the carbon footprint and plans were in place to introduce a Hamilton to Auckland passenger link.

The ten year goals of the company were to create \$1billion per year revenue, to be carbon zero by 2050 and to be a leading NZ health and safety organisation. There would be investment in rolling stock and equipment and facilities.

He expects that the appointment of the new CEO would be made in November.

Work would be continuing on the Auckland to Marsden Point link as well as the continued development of the Napier to Wairoa line. It was hoped that a tourist link from Hokitika to Westport would be established.

KiwiRail are adopting a new slogan 'Stronger connections, Better New Zealand'.

Andrew was thanked for his contribution.

3. Industrial Councils (Continued)

Two questions were asked:

1) What makes an effective Industrial council?

- Good communication between the representatives and those they represent – feedback to members, timely minutes to all parties, branches having regular meetings to feed information to the councils, members able to put items on the agenda.
- Having the right managers on the councils who can make decisions
- More diversity on the Councils as some groups are not represented e.g service centre
- Deal with conflict and a resolution of ideas
- Timely agendas so members can discuss – this would enable local consultative councils to feed to the Industrial Councils.

2) How has HPHE affected the Industrial councils?

- Working with management has improved feedback and increased the knowledge base.
- HPHE is more task specific
- HPHE has materially affected the KIC
- There is an extra workload on the representatives.
- HPHE is a good opening for delegates
- HPHE has created a positive vibe in the workplace
- Too early yet to say what the overall affect will be.

Discussion as to how can we achieve better communication. Role of National Office/Branch Execs & Officials. Very positive feedback re National Office publications.

4. **Port/Rail Branch Meetings**

Have relations improved between the regions Port and Rail branches?

Marlborough is working well with a joint branch with an elected mixed executive.

Hutt – no improvement. An invite had been sent to Wellington Port to join in the WMD but there was no reply.

Canterbury – yes they had supported Lyttelton during the strike.

Bay of Plenty – no – Rail had no access to the Port making it difficult. No joint meetings at all. Rail has been rebuilding and growing. They are currently trying to organise a joint meeting.

Waikato – inland Port was just starting up.

It was noted that the Health and Safety reps need to get together for joint meetings.

Everyone was reminded that under S26 of the ERA members had the right to attend 2 2-hour union meetings a year.

5. **Branch Communications**

In industrial disputes instant communication had proven vital. Methods included:

- Text groups
- Facebook – pages need to be secure and run by elected and accountable people.
- Newsletters – for members and the boss
- Don't wait to get setup – get it organised now
- Email

Problems:

- Members not computer literate
- Member information not up to date
- Non-secure Facebook pages
- Telephone Trees

The facilitators for the workshop thanked all for their participation and closed at 1700 hours.
Conference Adjourned for Day 1

DAY 2 Thursday 25 October 2018

1. Conference Opening, Welcome Prayer, Minutes Silence for Lost Members, Comrades & Industry Workers

The President called Delegates together to welcome them all to the 3rd Biennial Conference of the Rail & Maritime Transport Union.

He then called on Dan Manu to lead participants in a Karakia.

He then called for a minute's silence to remember lost members, fallen comrades and industry workers.

2. Formal Resolutions

2.1 It was agreed that Chelsea Cardy be appointed Minute Secretary.

Moved/Seconded: Wilkinson/Muir

Carried

2.2 It was agreed that the Agenda as set out be adopted.

Moved/Seconded: Kelly/Millward

Carried

2.3 It was agreed that the Conference Format and Rules of Debate be as per previous years.

Moved/Seconded: Carter/Crichton

Carried

2.4 Union Conference rules explained and infringement penalty of \$5 put in place to be collected by Tania Haraki and Phil Taana.

Carried

2.5 It was agreed that the Minutes of the 2nd Biennial Conference held at the Police College on the 1-3 November 2016 be approved as a true and correct record.

Moved/Seconded: Fisiiohi/Blakie

Carried

2.6 It was noted the error in the 2016 Minutes that day 3 should be Thursday.

2.7 The President advised Conference that Observers and Women's Reps have speaking rights, they don't have voting rights.

2.8 **Apology**

Apologies were received from Heiner Benecke lateness, Hamish Searle who had to work and Campbell Leggett who will be attending the last day of Conference only.

Moved/Seconded: Kelly/Manu

Carried

2.9 A formal role call was taken by the National Vice President.

3. The President's Report

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

See Appendix A Page 23 for the President's Report.

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

Moved/Seconded: Wilkinson/ Blakeley

Carried

4. Conference Theme: Fighting Fatigue for safety

The General Secretary Wayne Butson opened with acknowledging the National President, Vice President, NMC and the Organisers and staff. He gave his opening address and introduced the Conference program. He covered the following points:

- 4th Industrial Revolution with automated ports, ticketing at the metros, optimised train manning in Auckland and how the Conference is the guidance for these issues.
- Union is looking at its structures to further empower members, and improving communication with each other, in regards to campaigning, that every member should become a campaigner.
- Fatigue being the key safety issue and how employers have the obligation of safe rostering. Will press the government to take an active role in Fatigue.

- Regulators and Hazel Armstrong's "One Act, One Authority" and how the government has rejected this.

5. A Review of our Recent Industrial Activity

Session led by Todd Valster which was to review and discuss the methodology and effectiveness of our Organising for Strength and Unity activities following Conference 2016 and how they assisted us to mount our successful industrial campaigns in Auckland, Wellington and Lyttelton.

John Kerr presented a powerpoint called "A Tale of Three Disputes" which spoke about the action taken with Transdev Wellington, Transdev Auckland and Lyttelton Port. He spoke to these main points:

- Defensive in nature
- Public support critical
- Good internal communications vital
- Involving the members
- Maintenance of aim: know what winning looks like
- Maintenance of aim: beware of mission creep
- Third party support vital

John Kerr finished the presentation with a quote by Polybius "Those who know how to win are much more numerous than those who know how to make proper use of their victories"

Next, a panel of workplace leaders who have just been through Industrial Actions from Lyttelton Port Company, Transdev Wellington and Transdev Auckland spoke about their experiences during the disputes. The panel consisted of Katrina Kalolo from Transdev Wellington, Vaughan Davidson from Hyundai Rotem, Andrew Ward and Leighton Mosese from Transdev Auckland and Pare-Ana Bysterveld and Brian Watkins from Lyttelton Port Company. The panel discussion was as follows:

1. Defensive in nature – how?
2. Need to maintain public support – why?
3. Requirement for instant internal communications – why? How was this achieved?
4. Need to activate wider membership involved in the disputes and in other branches – why and how?
5. Requirement to maintain discipline regarding objectives – (maintenance of aim), how?
6. Value of physical, moral and financial support from wider union movement and third parties like the PTUA in Auckland. Why? How?

Further discussions and questions to the panel.

In closing, how is the Union going forward:

1. Organising unity and support through communication
2. Set up sub groups
3. Be clear on what you want to achieve

1015 hrs Morning Tea

6. Government Address

Prime Minister Jacinda Ardern sent her apologies owing to an overseas commitment. Andrew Little, Minister of Justice, was introduced by the General Secretary.

The Minister opened with a greeting from the Prime Minister who sends her apologies together with Ian Lees-Galloway. He spoke about the following:

- RMTU achievements are regarded as leading Union in workplace Health and Safety and thanks RMTU on behalf of Labour Party for the continuous support.
- RMTU carries considerable weight and force in achieving climate change with carbon emissions.
- Families Package – more money into low income families and workers.
- Housing Crisis – House building program – KiwiBuild – to relieve shortage of affordable houses for low income families.
- Reforming employment relations laws and framework.
- Criminal Justice Reform law changes.
- Transport Minister Phil Twyford focusing on transport system network: road, rail and sea. Rail – working with KiwiRail and the Union and supporting more opportunities to use more rail and dedicated to further developing rail infrastructure. Labour commitment to make investment to rail infrastructure long-term to reduce transport by trucks and increase to rail by using the national land transport fund.
- Importance of Electrification which was being actively discussed and to expect an announcement in a few weeks in regards to the Government's commitment.

Questions and further discussion.

Michael Williams from the NMC gave thanks to Andrew Little.

7. WorkSafe Address

The General Secretary introduced Worksafe NZ Board Chair Ross Wilson and gave a background of his history, including that he is a Life Member of the RMTU.

Ross spoke more about his background including being a lawyer for Bell Gully for 10 years in which he worked with special injury union clients, which inspired him to focus on workplace health and safety and move on to work for Worksafe. He addressed these points:

1. Where have we come from: Focussed on a broader picture of reform and recognition that there was a need for one authority in Health and Safety. Workplace health and safety – Worksafe and the Health and Safety Act. The last five years has been the best with political involvement with health and safety.
2. Where we are now: Work related fatal injury per 100,000 people in NZ is 2.64% and 600-900 preventable deaths each year.
3. What are we doing: Health and safety work strategy focusses on regulatory effectiveness, harm prevention programs for high risk industries funded by ACC, worker participation – health and safety teams, health and safety at work act to be enforced. Instead of being harm based response, should be proactive and identify problems before they happen, shift from responding to harm by responding to risk. Notices to employers electronically – being proactive along with harm protection programs.

HASANZ – Health and Safety Association NZ – to bring standard into this sector

SAFE PLUS – Making Health and Safety work – determine whether employers are complying with legislation.

Further questions and discussion.

Laurie Collins from Lyttelton Port Company gives thanks Ross Wilson.

1200 to 1300hrs Lunch

8. Conference Photo

Delegates convened to have a photo taken on the steps of Civic Square.

9. Fighting Fatigue for safety

Karen Fletcher lead a workshop discussion about the causes and impacts of fatigue on workers' health and safety and the legislative duty to prevent fatigue related harm. She spoke about the following main points:

- Fatigue definition: A state of physical/mental exhaustion which reduces a person's ability to perform work safely. It reduces alertness which can lead to errors that can cause harm.
- Fatigue measurement tools including the Karolinska Sleepiness Scale, HSE Fatigue risk calculator and SCIRTs fatigue score card calculator
- Fatigue and reaction time ruler test - reaction time with milliseconds – fatigue affects reaction time.
- Fatigue impairment effects: Mood, Communication, Speed (reaction time), Accuracy, Micro-sleeps. It affects people's ability to deal with complex information and filter out distractions, impacts the ability to assess risk
- Health & Safety at Work Act 2015 (HSWA) – Fatigue is a hazard identified in the HSWA legislation that needs to be managed. Both the employer (PCBU) and workers have duties with regard to fatigue. Workers need to be fit for duty, and speak up/report if they're unable to work safely due to fatigue, or sickness or whatever reason. If they don't manage risk both Worksafe and MNZ have recently prosecuted PCBU's for fatigue related incidents
- Recommended sleep per 24 hours table. Fatigue impairment that's related to shift work is caused by three factors:
 1. Missing out on sleep
 2. Being awake for too long
 3. Going against the body clock
- LPC roster example rolling 8 shifts followed by group work assessing your workplace for good rostering
- RMTU fatigue risk management policy draft See Appendix F Page 70

Questions and further discussion.

10. National Management Committee Report

The General Secretary began presenting the NMC Report, taking questions as he went.

See Appendix B Page 25 for the National Management Committee Report.

Went through:-

- The Union
- Union Financial Management
- Staff
- Training
- Recruitment

1505hrs Afternoon Tea

11. Port Trends and Port Napier Capital Raising

Port of Napier new CEO Todd Dawson who started in January 2018 thanked the General Secretary for the invite to speak at the Conference and gave an introduction and background of his work career. He spoke about how to handle growth at the Hawkes Bay port and the current problems:

- Total cargo volumes increased by 25% between 2016-2018
- Cargo volumes expected to increase by 57% between 2016-2028
- More and bigger cargo ships want to arrive
- More and bigger cruise ships want to arrive
- Forecast growth of tonnes of cargo
- Average 70% occupancy
- Tackling intergenerational challenges
- Best solution: To list Port on stock exchange NZX – preferential shares offered to locals and port staff
- Council putting together a few options for funding – sense of urgency to make decision.
- Mail delivered with details of these options to Hawkes Bay residents

Port trends:

- Strong dollar helps exporters/importers – these days are numbered
- Negotiating rates
- Fuel prices increase
- NZ must become more efficient to produce more things for International consumers to purchase

Questions and further discussion. Polly Bysterveld from Lyttelton Port Company thanked Todd Dawson and gave him a gift of appreciation.

12. Financial Report and Balance Sheet

The General Secretary presented the Audited Financial Statements for the years ending 30/06/2017 and 30/06/2018. Crowe Howarth auditors Anna Yates & Paulo Caccioppoli were present and advised audit is a fair and true representation. The General Secretary gave appreciation to the auditors. It was resolved that the financial accounts for the years ending 30/06/2017 to 30/06/2018 be approved.

Moved/Seconded: Butson/O'Donoghue

13. The Union Budget Debate

The General Secretary proposed Union Fee remit and presented the proposed budget for financial year 2018-2019 for discussion, approval and adoption. It was resolved the adoption of the budget and Union fee increase.

Moved/Seconded: Butson/O'Donoghue

14. Remits and Notices of Motion

Remits: -

14.1 Rule Changes:

It was **resolved** that the Rule Changes be adopted to change the wording in Rule 24.4 to “The National Returning Officer may, from time to time, issue written instructions, including to each Branch Returning Officer.” And Rule 42.2 to “Unless already provided for in these Rules, the type of ballot (including in the case of elections for President, General Secretary, National Management Committee Members and Conference Delegates) shall be decided by the Biennial Conference or the National Management Committee prior to the ballot taking place. The type of ballot chosen may include, but is not limited to: -

42.2.1 Secret postal ballot by the members; or

42.2.2 Secret ballot of the members at a meeting or meetings; or

42.2.3 A combination of any form of ballots.”

Moved/Seconded: Butson/Davidson

Carried

14.2 Auditor

It was **resolved** that Crowe Howarth Ltd be appointed as the Union’s Auditors for the years ending 30 June 2020.

Moved/Seconded : Wilkinson/Manu

Carried

14.3 National Returning Officer

It was **resolved** that Howard Ian Phillips be confirmed as the Union’s National Returning Officer.

Moved/Seconded: Butson/Sweeney

Carried

14.4 NZ Locomotive Engineers’ Sickness, Accident & Death Benefit Fund

It was **resolved** that Wayne Butson, William Judson Sweeney and vacancy to be confirmed after NMC election, be confirmed as the Union Trustees to the LE Trust Fund for a further two year term.

Moved/Seconded: Butson/Blakeley

Carried

14.5 Ports Retirement Plan (formerly the NZ Harbours Superannuation Plan)

It was **resolved** that Wayne Butson, Andrew David Kelly & Dion Jeremy Young be confirmed as the Union Directors to the Ports Retirement Plan; and that John Robert Murfitt, Todd Michael Valster and Howard Ian Phillips be confirmed as the Alternate Directors to the Ports Retirement Plan.

Moved/Seconded: Manu/Blakie

Carried

14.6 NZ Railways Welfare Trust

It was resolved that Wayne Butson, Howard Ian Phillips, Samuel Wallis Kahui and Harold Edgar Spark as the Group B representative be endorsed.

Moved/Seconded: Williams/Barr

Carried

14.7 NZ Council of Trades Union

14.7.1 Runanga

It was resolved that Polly Bysterveld, Raymond Tetahi Brown, John David Marsh and Manu James Barclay be confirmed as the Union's representatives for the Runanga.

Moved/Seconded: Fisiioi/Haney

Carried

14.7.2 Women's Council

It was **resolved** that Lisa Davidson be confirmed as the Union's representative for the Women's Committee.

Moved/Seconded: Blakeley/Blair

Carried

14.7.3 Komiti Pacifika

It was **resolved** that Katrina Kalolo be confirmed as the Komiti Pacifika representative.

Moved/Seconded: Davidson/Fisiioi

Carried

14.7.4 Youth Representative & Youth Labour Representative

It was **resolved** that Campbell Leggett be confirmed as the Youth representative to any youth meetings.

Moved/Seconded: Davidson/Blakeley

Carried

14.7.5 Out @ Work Representatives

It was **resolved** that Malcolm Sired and Michael Nicholson confirmed as the Out @ Work Representatives to any Out @ Work meetings.

Moved/Seconded: Mosese/Sweeney

Carried

14.7.6 NZ CTU Endorsement

It was **resolved** that the RMTU representatives attending NZ Council of Traded Union Huis, meetings and conferences be endorsed.

Moved/Seconded: Blakeley/O'Donoghue

Carried

15. Notices of Motion

15.1 It was **resolved** that Conference adopts RMTU fatigue risk management policy:

Aim

The aim of this policy is to reduce the risk of harm to workers arising from fatigue and improve the working lives of RMTU members.

Principles

- Fatigue is an unavoidable consequence of shift work that cannot be eliminated but can be managed to an acceptable and agreed level.
- A fatigue risk management system is required to manage the workplace hazard of fatigue.
- Fatigue is accumulated from both work and non-work activities and is

therefore a shared responsibility between the organisation and the individual to manage.

- Fatigue related errors cannot be overcome by workers “trying harder” to fight fatigue.
- Workers and employers have different perceptions of risk and should have joint systems for managing health and safety risks including fatigue.
- Union engagement could include the development of a joint fatigue safety action group (FSAG) that includes management and worker representatives.

The Union will:

- Organise Union events to discuss the hazard of fatigue and educate members on their rights under HSWA.
- The RMTU will consider whether pay structures could be incentivising people to work excessive overtime that could be contributing to fatigue.
- Encourage and educate members to refuse unsafe work, including when a person is too fatigued to work safely.
- Educate H&S reps to raise fatigue issues on behalf of workers and make recommendations regarding fatigue management to the employer.
- Include claims for the development of a fatigue risk management system within the collective bargaining process.
- Encourage employers to adopt a Just Fair Culture framework that supports open and honest reporting of fatigue without risk of punitive action.
- Lobby the Regulators NZTA and Worksafe NZ to develop guidance material for fatigue management in consultation with the industry.

Moved/Seconded: Addison-Saipe/Davidson

Carried

- 15.2. It was **resolved** that the RMTU will support the campaign for casual workers to be recognised and defined in employment law.

Moved/Seconded: Addison-Saipe/Davidson

Carried

- 15.3 It was **resolved** that the RMTU endorse and support ITF campaign “Right to Flush” & “This is our world too”.

Moved/Seconded: Fisiiohi/Wells-O’Donoghue

Carried

- 15.4. It was **resolved** that the RMTU develop a menopause policy as a matter of priority.

Moved/Seconded: Haraki/Ryall

Carried

Conference Adjourned for Day 2

DAY 3 Friday 27 October 2018

16. INTERNATIONAL GUEST SPEECHES AND PANEL DISCUSSION

The General Secretary introduced the international guests to the RMTU Conference.

16.1 National Union of Rail, Maritime and Transport Workers (RMT)

The General Secretary of RMT, Mick Cash gave a run-down on the activities of the UK Rail, Maritime and Transport Workers Union.

16.2 Outgoing ITF Rail Section Chair from the Norwegian Loco Engineers Union

Oystein Aslaksen gave an update on the ITF Congress and spoke about conflicts, international solidarity and challenges including privatisation.

16.3 TWU Canberra Secretary

Klaus Pinkas gave a brief background on the Australian TWU and spoke about the importance of Fatigue Management projects and of international solidarity.

16.4 Rail, Tram and Bus Union (RTBU) – Loco Division

Andy Holt (Assistant NSW Loco Divisional Secretary Passenger), Mark Supple (Assistant NSW Loco Divisional Secretary Freight) and Peter Munday (North Coast Divisional Councillor) gave a background on the RTBU and the current problems that Unions are experiencing in Australia and current campaigns. They also spoke about solidarity and the history of the birth of the Union in Australia coming from diversity. Bob Hayden was re-elected as Divisional Secretary and he gives his apologies.

16.5 Associated Society of Locomotive Engineers and Firemen (ASLEF)

Mick Whelan, General Secretary (accompanied by EC Member Dave Calfe, Deputy General Secretary Simon Weller and Women's Chair, Debbie Reay) updated representatives on the latest issues and successes of ASLEF and gave thanks to the RMTU and presented a gift to the National President.

10.30am to 11am Morning Tea

INTERNATIONAL DISCUSSION CONTINUES

Questions were asked of International guests.

At the conclusion of the session, each of the International Guests were given a gift of appreciation with a reciprocal gift being given by ASLEF to the RMTU. The RMT and RTBU also presented the RMTU with gifts.

Lyttelton Port Branch also thanked the RMTU National Office staff Debby Green and Chelsea Cardy for the support given during the Industrial Action.

17. NZCTU CONFERENCE ADDRESS

The General Secretary introduced Sam Huggard, Secretary of the Council of Trade Unions who addressed delegates on New Zealand Trade Union current challenges:

- Union growth
- Equal pay
- Future of work – climate change
- Winning change – better employment law

Sam encouraged the RMTU to keep campaigning the issues and recognised the RMTU's industrial actions and work with the community.

Questions and further discussions. Sam Huggard was thanked and given a gift of appreciation by Lisa Davidson – Palmerston North.

Before lunch the National President made the following announcement:

A thanks was received from Stu and Claudine Johnstone for the RMTU's support with the breast cancer awareness rally in Wellington.

The National President gave a Maori prayer to farewell the International guests.

1225 1300hrs Lunch

18. NZR RAILWAYS STAFF WELFARE TRUST

NZRSWT Manager Liz Lester introduced herself as the new Manager of the Welfare Trust and mentioned the benefits the trust provides to members including medical benefits and the holiday homes. New developments include the property purchased in Greytown, long term maintenance plans for all the homes, new website to book the accommodation and the new Facebook page. Plans for 2019 include purchasing another property in the South Island in the McKenzie basin area and plans for a possible Auckland development.

Questions were asked to Liz and she was given a gift of appreciation for her presentation from Allan Addison-Saipe from Port Nelson.

19. NATIONAL MANAGEMENT COMMITTEE REPORT – CONTINUED

Follow on from yesterday: -

- Communications
- Accommodation
- Branches
- Port Forum
- Womens Committee Meeting
- Bargaining
- Other Union Picket Actions
- National Management Committee- The President presented a certificate of appreciation to departing NMC member Mike Williams.
- IEA Members
- Campaigns

1400hrs Members of the Hawkes Bay Branch Depart. William Te Amo sent them off with a Karakia.

20. UNIONAID PRESENTATION

The General Secretary introduced Michael Naylor, the Unionaid Executive Director who gave a presentation on their current projects in India, Sri Lanka, Myanmar, Fiji, and the Philippines. He spoke about the future of Unionaid including new partnerships in the Pacific, Young Leaders programs and sharing stories and support for campaigns in New Zealand. At the conclusion Michael Naylor was thanked and given a gift of appreciation by Debbie Brown – Hamilton.

Conference attendees raised approximately \$500.00 as donations towards UnionAid.

21. NATIONAL MANAGEMENT COMMITTEE REPORT – CONTINUED

- Health & Safety
- Accident Injury Services
- NZ Council of Trade Unions **
- KiwiRail Industrial Councils
- Amalgamation

- Legal Reserve Fund
- Personal Grievance and Legal Services
- International
 - International Transport Workers Federation
 - MIF (Maritime International Federation)
 - Australasian Railway Association
 - East Japan Railway Workers Union/Confederation of Japan Railway Unions
 - Rail Tram and Bus Union Australia
 - International Centre for Labour Solidarity
 - Transport Workers Union Australia
 - Maritime Union of Australia
 - Rail & Maritime Transport Union of Great Britain
 - Associated Society of Locomotive Engineers and Firemen
- Workers' Memorial Day 2017/2018 – 2019 anniversary Waipahi train collision southland and otago rail branch focus their ceremonies on the Waipahi memorial
- Political
- Legislation
- Benefits of Membership
 - NZ Railways Staff Welfare Trust
 - Locomotive Engineers SAD Trust Fund
 - Ports Retirement Plan
- Conclusion
- The President advised omission – National secretary leadership, guidance past 2 years, industrial & financial. Decision making helping members through tough times. Looks after finances.

It was **resolved** that the National Management Committee Report be received.

Moved/Seconded: Wilkinson/Butson

Carried

The National Vice-President moved for the updated and revised policy manual and its amendments be accepted.

Moved/Seconded: Phillips/Carter

Carried

Jed O'Donoghue moved a late amendment that item number 12 be removed from the policy manual and it was carried by consensus.

22. Conference Reflection and Closing Address

The National President gave thanks to Chelsea Cardy and Debby Green from National Office for the Conference planning and the General Secretary and Organisers for the Conference content. He then asked those participants who had not spoken already to say a few brief words. He thanked participants for their input in making the Conference a success.

Allana Ranui led delegates in a closing Karakia.

Conference was declared closed

APPENDIX A

RAIL & MARITIME TRANSPORT UNION

NATIONAL PRESIDENT'S REPORT

BIENNIAL CONFERENCE 2018

I welcome everyone to our 21st National Conference. We have a record number of attendees, and I look forward to meeting with you all, over the next 2 days.

To our International guests, on behalf of our Membership, I send a warm welcome, and we are all keen to network with you during your stay with us here.

National Conference is our highest decision making body of our Union. Responsible for seeing where we have come from over the past 2 years, and determining our direction for the next 2 years and beyond.

The past years have seen some changes outside our Union, and changes within our Union.

For me, the change of government from a National led coalition to a Labour led coalition was a surprise, and talked about long and hard in this country. I will say that we not only looked forward to, but needed a worker friendly government. Today, I along with others, work harder, campaign harder, are doing more submissions to Parliament, and are constantly seeking new alliances, to effect change for our members. Sadly, this is not the Government we envisaged and fought hard to take over the reins of power. I for one am feeling let down, because promises put into writing, are not being honoured. I look forward to this November, when we, the RMTU delegation going to the Labour Party Congress, will be actively demonstrating against one of those broken promises.

I have noticed that the union movement has become ever more active and a lot more united within the Council of Trade Unions. Union members are standing up and fighting back throughout New Zealand. It is worth noting that RMTU was the first Union to go on strike against Transdev Auckland and Wellington under the Labour led coalition.

I see changes within the RMTU. The standout examples are the increases in Unity, Power and Influence within our branches. Branches such as Auckland, Wellington and Lyttelton. While it is true that, as a last resort, industrial action can make or break branches and members, within RMTU our branches and members have excelled at forming strategic alliances with communities, focus groups, and Politicians nationwide. These initiatives have been effective at putting runs on the board and victories under our belts. To sustain these victories long term, our members need to move into Regional and local politics and fill positions within Regional Councils and City Councils. Examples of Unions doing this in other countries, have proved fruitful and effective at maintaining decent wages and conditions along with sustainability of employment.

Another initiative I have mentioned in the past, which would benefit RMTU members is increased inter-branch and inter model solidarity. In short, our port and rail branches need to communicate and interact with each other directly. We need to lift our game and achieve a much higher level of Solidarity to further strengthen our

wages, conditions, health and safety. Our members and communities depend on this. It's time to give back to others that have and do stand with us.

Our conference theme "Fighting Fatigue for Safety" will do just that. Fatigue is extremely relevant to our communities and our members. "Safety First" features on our RMTU logo. Fatigue was recognized as a hazard in the Health and Safety Act ahead of drugs and alcohol. It is a shame that it has taken this long to raise this issue.

I encourage this highest decision making body of our union to fully engage and develop guideline or a plan to deal with fatigue as we move into the future.

I will now move to the 21st Report of the National Management Committee. As National President I endorse this report which shows the work and achievements and words of appreciation to you all over the past two years. In closing, I must thank everyone in this room, and all our members nationwide. It would not be possible to fulfill the role of National President without your guidance, your support, your determination, your tenacity, and your courage to collectively uphold and strengthen the rights of our fellow workers and our members.

Kia kaha, kia toa, kia manawanui.

APPENDIX B

**TWENTY FIRST REPORT OF THE NATIONAL
MANAGEMENT COMMITTEE
For Presentation to
Third Biennial Conference & 21st Delegates
Conference
24, 25 and 26 October 2018**

This is the twenty first and third biennial report of the National Management Committee and deals with the period from November 2016 to October 2018 and the financial years 1 July 2016 to 30 June 2017 and 1 July 2017 to 30 June 2018.

The NMC takes great pleasure in welcoming you to **YOUR** third biennial delegates' conference so that we can all share in a celebration of our Unions' successes during the last twenty four months and to enable us to plan for the coming 24 months' successes which will be reported to Delegates Conference 2020.

There is a lot to celebrate and feel "Proud to be RMTU" about, as we have had a full and busy two years.

The Union's staffing has seen changes during the period covered by this Conference.

Our costs associated with the activities of the union namely bargaining, training and branch organising have by and large remained within expected budgeted parameters over the last two years. The standout exceptions to this statement are of course Transdev Auckland, Transdev Wellington/Hyundai Rotem and Lyttelton Port Company where we experienced major expenditure and members loss of pay. Income from investments has also continued to be low with returns in keeping with the low interest environment prevailing within the NZ economy with only one branch receiving a strong return from their equities. Our costs to do with litigation on behalf of members have continued to increase with industrial activity, campaigning, political activity and support, growing employer aggression against members, delegates and the Union in general and ACC matters continue to run at high levels.

We continue to experience some problems in utilising our loyal and hardworking key Branch officers/delegates due to the shiftwork nature of employer operations, high density of locomotive based Union officers and the number of players in rail makes it difficult for us to have delegates released for all manner of union related activity. The fact we have a large number of key reps in a single occupational class does not assist us in being able to readily access their skills for union work. Training is an area that has been given a stronger focus during this two year period but we remain frustrated that our efforts are often stymied by the employer declining leave applications or promoting into management ranks our newly trained leaders. 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 two year period of operation with the vast majority of members expressing favourable views on our Unions overall performance.

The NMC wish to advise delegates to Conference that Conference 2016 conferred two life memberships. One to Mike Tasker (Lyttelton Port Branch) and the other to Graeme Hart (Port Napier Branch). Sadly the formal

dinner and presentation to Graeme Hart never occurred as Graeme died sudden and unexpectedly before this could occur. Graeme's life member badge was given to his wife on the day of his funeral.

The NMC also wish to put into the formal record of this Conference recognition of the Kaikoura Earthquake in November 2016 which did major damage to the rail line between Christchurch and Picton and isolated members on trains caught in the damage.

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 to always strive to attain a financial surplus result on the basis of our member subscription income supplemented by investment income on reserves. In the year ended 2017 the Union achieved an acceptable income over expenditure surplus of 172,208.08 and this year (2018) the National accounts are again in surplus by \$260,792.00 income over expenditure. The strike fund reserve balance for 2018 is \$483028.00. The solidarity fund reserve balance for 2018 is \$128028.00

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 KiwiRail MECA and so internal general wage costs for the Union increased by 2.00% for 2016-17 and we have paid an increase from 1 July 2018 of \$1.63ph. Staff wage costs are the largest single expenditure item for the Union. The Union membership fee was last increased by \$0.20 at 1 November 2017. It is proposed that the Union fee increase by \$0.10 from 1 December 2018 and there is a remit to this 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. Union policy requires the NMC to prepare non deficit budgets. The budget therefore indicates what the financial situation should be provided there be no alteration to expected or foreseen cost to the Unions operation. We will have to monitor expenditure during the year but of course there are many items of expenditure that the Union has little or no control over that may arise during the year.

In 2017 the Union moved to internet banking and to adopt the Xero accounting platform so as to be cloud based. The Kaikoura earthquake reminded us that having our accounts based on the Unions computer server made us vulnerable to data loss. During 2017 the Xero system was operated in tandem with the Sage product and staff training was undertaken. From 1 July 2018 our accounts are solely Xero based.

The audited Financial Statements for the financial year 1 July 2016 to 30 June 2017 and 1 July 2017 to 30 June 2018 have been distributed and will be tabled for adoption and discussed during this conference. The NMC calls for the approval and adoption of the financial accounts.

STAFF

Our National Union team of paid staff is our greatest tangible asset. Debby, Chelsea, Karen, Todd, Rudd, Phil and John gave high levels of professionalism and productivity during the period of this report. Our Union continues to benefit from having a committed and professional workforce, both industrial and administrative. Workloads for staff continue to be challenging at times. Our industrial/organising staff program branch visits within their regional responsibility on a "systematic" basis. This systemisation has a cost associated with branch visits which have increased year on year but the profile of the Union amongst members and key support for delegates remains at a high level as a result.

National General Secretary.

Strong, steady, and astute leadership from our National Secretary, Wayne Butson was a contributing factor towards our victories over the past two years. This was reinforced when RMTU Members were forced into strike action by three Employers, Transdev Auckland, Transdev Wellington, and Port Of Lyttelton. While our unity would've won the day, the input from our National Secretary brought each dispute to an early conclusion. Help from our International Supporters was another critical factor, which was coordinated and facilitated by Wayne Butson.

Also, the professional manner that Union Staff and National Office is managed, is a true testament to the abilities of our National Secretary.

Our highest decision making body of our Union wishes to formally acknowledge the outstanding contribution from Wayne Butson our National Secretary.

Leonie Stieller was the National Office administration officer and plan secretary to the Ports Retirement Fund (previously the Harbours Superannuation Fund for 31 years (see TTW September 2017 page 18). Leonie mentored Debby Green and then retired from the Union effective 22 December 2017.

Julia Harrison was the National Office administration assistant and secretary to the Trustees of the LE SAD Fund. Julia resigned from the Union to take up other opportunities effective 4 August 2017

Debby Green joined the Union team in July 2017 and has done a marvellous job since then in ensuring that our administration systems are able to support the organising growth of the Union (see TTW September 2017 page 18). Her principal role is the administration of the Union's finances and the period of this report has seen the Union adopt the new financial reporting standards, move fully to internet banking and moved from using SAGE for its accounts to the cloud based XERO package. Debby is plan Secretary to the Ports Retirement Plan and of the Locomotive Engineers Sickness, Accident and Disability Fund. We are very pleased to have Debby in our team.

Chelsea Cardy joined the RMTU in early 2018 as the National Office administration assistant. Chelsea has a background in travel as her previous role was with the Flight Centre (see TTW March 2018 page 12). Chelsea is the first contact point for the Union and does so in a professional and pleasant manner. The administration position is a key role within the National Office and we are very pleased to have Chelsea in our team.

Karen Fletcher is our H&S Organiser. She was employed part time on 24 hours a week for most of the two year period and has recently increased her hours to 28 per week. To say she has been busy since joining us would be an understatement. During the period of this report Karen has undertaken a Union paid course of study in Sleep Fatigue, Risk Management and Occupational H&S. Karen is now our undisputed resident expert on all things H&S and an integral member of the Industrial organising team of the Union.

Heiner Benecke is based in the Lyttelton office as the part time Lyttelton Branch Secretary. The position is funded by the Lyttelton Port Branch with a contribution from the National Union toward the remuneration for the role.

Stuart Johnstone was our Northern Regional Organiser until 22 December 2017 when he left the Union by resignation. Stuart was successful in obtaining a role with the Dairy Workers Union based in Dunedin. Stuart's resignation was due to personal circumstances which required him to move closer to family.

Rudd Hughes joined our organising team as our regional organiser for the Northland/Auckland region in February 2018 from First Union (see TTW March 2018 page 10). He is based in the Westfield KiwiRail Freight Building. Amongst his roles Rudd is the Organiser responsible for supporting the KiwiRail Mechanical Industrial Council. Rudd has the smallest geographical area but the highest membership density of any organising staff member. He is responsible for Northland Port/Rail and Auckland Rail branches. Rudd recently successfully advocated for the renewal of the Toll Networks Collective Agreement.

Phil Spanswick is our organiser for the central/eastern regions of the North Island. Phil is based in our Mount Maunganui office. Phil is responsible for the Waikato Rail, King Country Rail, BOP rail/port and the Hawkes Bay rail and port branches.

Todd Valster is based in the Wellington Office. Todd is the lead staff member on the KiwiRail (Freight) Industrial Council. Todd has relieved as General Secretary during periods of overseas travel and other absences by the General Secretary. Todd is responsible for the Palmerston North Rail, Taranaki Port/Rail, Hutt Shops, Wellington Rail, Marlborough Port/Rail and Nelson Port branches.

John Kerr is the South Island organiser. John is the lead staff member on the KiwiRail Networks Industrial Council. John has delegate training as his speciality area. John has relieved as General Secretary during periods of overseas travel and other absences by the General Secretary. He is responsible for the Canterbury Rail, Lyttelton Port, Otago Rail/Port, Southland and West Coast branches. John has the largest geographical coverage.

Mani Raumati has a casual role within the National Office and does specific tasks upon request from time to time. He is a valued member of staff whenever working with us.

Hazel Armstrong Law's team provide advice in the Health and Safety, Personal Grievance and ACC areas as required. Hazel has represented the RMTU on many KiwiRail working groups and projects. Hazel currently is the Chair of the H&S Governance Group for KiwiRail with the cost of this work shared 50/50 with KiwiRail. Hazel also provides a mentoring role for Karen Fletcher thereby ensuring Karen's ongoing development in her H&S specialist area.

Geoff Davenport and Guido Ballara (McBride, Davenport James) provide high value, quality support, advice and advocacy on legal/Industrial matters. When coupled with our industrial strength this legal expertise makes the RMTU a strong force on multiple fronts. A notable success during the time period of this report is the successful conclusion of the Chinese Workers Litigation with a settlement deal which secures ongoing employment security for our Mechanical members on KiwiRail.

The Union utilises the services of Ron Dubin, who is based in Diamond Harbour (across the harbour in Lyttelton), for Union membership database maintenance. During the period covered by this report he has made many valuable adaptations to our Access based database to enhance its value and fitness for purpose to the Union.

The National Management Committee would like to record their very sincere appreciation to staff for another productive two year's effort on behalf of the Union's members. Thanks to Leonie, Julia, Debby, Chelsea, Heiner, Karen, John, Todd, Stuart, Phil, Rudd 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. The Union notes that a number of our key branch officers and delegates have been targeted by their employers for special treatment owing to their Union work. We thank them for their continued commitment in these trying times and they can be assured that the Union will strenuously defend their ongoing employment.

The industrial organiser for the region is responsible for training delivery with all arrangements being handled out of National Office. In many cases though we have used John Kerr to assist the local organiser with the training. Delegates who have been trained have also had to complete assessment forms and samples of these are available for the Ministry of Business, Innovation and Employment for statistical purposes.

During the period of this report the Union joined with the NZNO, PSA, DWU and the CTU to be the sponsor partners of the Workers Education Trust or Worksafe Reps (its marketing name). The Union sponsors each provided \$15000.00 in seed capital for the Trust. The Union has the Trust listed as its preferred trainer for H&S reps with employers we have Worker Participation Agreements with. Karen Fletcher is a trainer with the Trust and Wayne Butson is the Chairperson of the Board of Trustees of the Trust. Peter Scanlan is the newly appointed Executive Officer of the Trust.

RECRUITMENT

At Conference 2016 we reported that our membership was 4431 (full time) and 235 (casual) giving a total of 4666. At year end 30 June 2017 we had 4430 (fulltime) and 214 (casual) giving a total of 4644. A decrease in membership of 22 for the year. At year end 30 June 2018 we had 4508 (fulltime) and 262 (casual) giving a total of 4770. An increase in membership of 126 year on year!

We continue to experience high membership density within KiwiRail and Transdev's Wellington and Auckland operations. The staff undertake regular mapping exercises within their patches 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.

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 and reinforces the messaging of the need to maintain high density through persistent recruitment.

We MUST recruit all rail industry workers into the RMTU. We all know that the members and rank and file delegates at the coal face are the best recruiters. All delegates need to be observant and use every opportunity to talk union to workers from any contractors undertaking work within the rail corridor.

We have wage minimum requirements for contractors to KiwiRail but the effectiveness of this is absolutely dependent of strong vigilance and policing by members and to date few cases have been reported to the Union. Where they have been reported we have been quickly able to have compliance with the CA enforced.

The 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 ISL, ISO, QM and Qube 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 all workers employed with a linkage to a port.

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 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 2019 we will be undertaking a revamp of the website, This was planned to occur during the period of this report however workload's and events overtook this occurring..

The website contains links for all publications, press releases and "Hot Topics" or anything else we can think of that may be of interest to members, delegates and the public. 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.

Our regular, and on occasion irregular, 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 try to avoid sending out the entire document to save on bandwidth, we normally just send the website 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, however managers always appear to print it off as it is very amusing to go into a manager's office and notice a copy of the activist on their desk.

Notice boards are an important focus for Union information including the place where *the Activist* and *Transport Worker* magazine should be posted.

"*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. It is supposed to be 24 pages in size but seldom is. We see this as a good news item as clearly we have lots of important and newsworthy issues to report on.

Telephone and mobile communication with Union Staff is essential for our organising effort. We moved to IP desk phones and switched from 2 degrees to Spark for our mobiles during the period of this report. The industrial staff endeavour 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 organisers are important to many members. All industrial staff have systematic visiting schedules so that members and delegates can be confident of the days/dates that a visit by a Union Organiser will occur.

A number of Union branches have initiated closed group Facebook pages as a means of improving communication with branch members and to facilitate advice of key issues, meetings etc. Responsibility for the oversight of these groups lies with the regional organisers and key branch officials.

Many branches have also set up text groups and this appears to be delivering benefits in terms of quick and seamless internal communication. The RMTU has continued to refine and update Union promotional material during the period of this report.

The Union has commissioned Peter Franks to write a book chronicling the first 25 years of the RMTU due for public release at our 2020 Conference. Paul Corliss and others have been of great assistance to Peter to date. The RMTU was formed on Mayday 1995.

ACCOMMODATION

The Union's National Office has been working out of level 1 of the Tramways building 1 Thorndon Quay during the reporting period (since 1999). The premises are shared with Hazel Armstrong Law.

The Lyttelton Union Office has moved from the Lyttelton rail station to an office leased locally in Lyttelton. The cost of the office is shared between the Lyttelton Port Branch and National Office. The National Union leases a photocopier/printer/scanner for the office. KiwiRail has agreed to provide an office for our regional organiser in Ensor's Road Christchurch at no cost and so the move is occurring.

The Auckland Office is based at KiwiRail's Westfield terminal. We have a telephone and fax line provided by KiwiRail. We gratefully acknowledge the generosity of KiwiRail. The organiser has a laptop computer and a lease printer/scanner/fax 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. The building also accommodates Ben Thompson and Hope Farquhar from Hazel Armstrong Law since mid-2015. Renovations to the bathroom and floor coverings have recently been completed on a shared cost basis between the Port Branch, National Office and HA Law. The cohabitation relationship has delivered tangible benefits to the Union to date.

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. Our honorary officials and delegates are the backbone of our Union and their active participation is a 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. If there are gaps they are to endeavour to plug them.

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 being allocated to those branches.

Our fundamental platform of being a national Union built upon a branch structure foundation is unchanged. This reflects the objective of branches being able to project power and influence to members at a workplace level. In order for the National Union to be successful we absolutely must have effective and powerful branches with active and committed officers/delegates and 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 can be accomplished by having members and delegates stepping forward and by us providing appropriate training and support. It is essential to our future that branches work effectively.

PORT FORUM

In the year between Conferences the Union convenes a National Ports Forum. This enables delegates and Observers from all of the Unions Port Branches to come together to discuss matters of mutual concern and to develop strategies on how best to maintain and improve conditions of employment for our members engaged on the NZ Waterfront. The Forum in 2017 was held mid-June in Wellington. A report of the Forum was published in the *Transport Worker* September 2017 at page 8. The NMC continues to see real benefit from the holding of this forum and so supports its ongoing format. The waterfront will remain a continuing area of ongoing work during the coming two year period between Conferences.

WOMENS COMMITTEE MEETING

In June 2017, between Conferences, the Union convened a National Women's Committee meeting. This enabled women representatives who had been elected to the Committee during Conference 2016 to come together to discuss matters of mutual concern and to develop strategies on how best to maintain and improve conditions of employment for our women members. The Committee Meeting in 2017 was held mid-June in Wellington. A report of the Meeting was published in the *Transport Worker* September 2017 issue at page 16. The NMC see very real benefit from the holding of this between Conference meeting and so supports its ongoing format. There remains much work to be done by the Union to improve the recruitment, employment and working conditions of women members in Ports and Rail. The Women's meeting on day 1 of Conference 2018 will nominate the committee members for 2018/20 to the plenary session for adoption.

RMTU Women participated in the ITF Women's Conference in Marrakesh, the WIMDOI Conference in Brisbane in 2017, the ITF Maritime Roundtable in Montreal and the ICLS Forums.

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 a number are of a longer duration (24 months etc). Many employers have more than one CA for example Port of Napier has 2 collectives and Lyttelton has three. The employers with which we have Collective Agreements include;

KiwiRail Group
CentrePort Ltd
Transdev Transport Auckland Ltd
Transdev Wellington Ltd
Hyundai Rotem Limited
CAF NZ Ltd
Ixom Operations Limited
Lyttelton Port Company Ltd
North Tugz
Northport Ltd
C3 Limited
Port Marlborough (NZ) Ltd
Port Nelson Ltd
Port of Napier Ltd
Port of Tauranga Ltd
Port Otago Ltd
Quality Marshalling
Prime Port Timaru
Dunedin Railway
Toll Networks
Port Taranaki Ltd
Champion Flour Milling
Quality Marshalling.

During the two years we have maintained our strategy of endeavouring to transfer as much bargaining cost as we can to employers.

The National Governments amendments to the ERA during recent parliamentary terms have eroded Union rights and the Unions ability to effectively collectively bargain on behalf of members and so we look forward to

the current coalition Government undo those changes to restore the Act to its founding principle of the "Promotion of collective bargaining".

During the period of this report we have undertaken strike action with Transdev Auckland, Transdev Wellington, Hyundai Rotem and Lyttelton Port Company. We issued strike notice to Dunedin Railways but this was withdrawn before any strike action occurred. These actions were high profile as they brought rail transport in Auckland and Wellington to a halt and were at the time widely reported and so we will not report in depth on the strikes within this report. There is a session of this Conference which reviews these actions. The NMC wishes to formally acknowledge the work of John Kerr during the above actions as he stepped up to replace Stuart Johnstone in Auckland at a time when he was also dealing with the build up to the Lyttelton Port strikes.

In February 2017 the RMTU was caught between LPC and MUNZ in their Collective Agreement struggle and was the subject of injunction applications by LPC.

In 2017 the Union negotiated its first Collective Agreement with rail heritage group for the operation of the Marlborough Flyer. This is a train jointly developed by Pounamu Travel and Steam Incorporated which runs between Picton and Blenheim during the summer season. The train is crewed by ex KiwiRail locomotive crew who hold current KR certification for the role and have wage rates comparable to the existing KR rates. We have 4 staff in the Union.

In 2018 we negotiated a landmark pay deal with KiwiRail which saw us do our first "flat rate" increase deal for a Collective Agreement. Negotiations with the Transdev's continue to be challenging.

OTHER UNION PICKET AND STRIKE ACTIONS

Between Conference 2016 and now 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 unless directed to by the NZ Courts.

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 made donations to other Union's in support of workers struggles both domestically and internationally. In our view this solidarity action and support is what Unionism is all about.

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 8 formal meetings during the course of the 24 months following last Conference. NMC is made up of 2 port reps, Auckland and Wellington reps and 2 rail reps and 1 Woman's rep. The National President and the General Secretary are also on NMC. A total of 9 positions. The NMC members and National President are elected to 2 year terms and the General Secretary to a 4 year term. This entire NMC is due for election in 2019 and is currently formed by President Aubrey Wilkinson, Vice President Howard Phillips, General Secretary Wayne Butson, Andy Kelly, John Keenan, Bill Sweeney, Mike Williams, Ruth Blakeley and last but by no means least Dave Marden.

Following the 2016 Presidents election, which was contested, the unsuccessful candidate registered a legal challenge to the ballot process and therefore the result seeking to have the ballot redone. The NMC sought legal advice from our legal advisors who supplied a written opinion which was then sent to an independent Queens Counsel for peer review. The result was that the NMC responded in writing to the complainant advising that the ballot result would stand and supplied both of the legal opinions obtained which supported

this position. The legal advisors recommended alteration to two of the Union rules to remove any possible confusion and these are submitted to this Conference for adoption. No further response was received from the complainant and the NMC wishes to thank the complainant for raising the matter and so enabling the rules to be clarified.

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. Mike Williams and John Keenan are on the KiwiRail Industrial Council; Howard Phillips is on the Transdev Wellington Governance 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 and Vice President have deputised for the General Secretary at CTU National Affiliate Council and other meetings.

IEA MEMBERS

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

CAMPAIGNS

The RMTU is a founding and ongoing supporter of the Living Wage Campaign

The RMTU is a supporter of the Straight to Auckland Airport Rail Campaign

The RMTU is a supporter of the Auckland Cross Harbour Rail Link Campaign

The RMTU is a supporter of the Grow Northland Rail Campaign

The RMTU is a supporter of the Oppose the sale of Port Napier Campaign

The RMTU is a supporter of the Christchurch Keep Our Assets Campaign

The RMTU is a supporter of the Hamilton to Auckland Commuter Trains Campaign

The RMTU is currently campaigning to retain the use of Electric Locomotives on the NIMT

The RMTU is currently campaigning to retain Train Managers on all Auckland suburban commuter trains

The RMTU has a "Just Say No" (red card) campaign that it actively promotes amongst members

The RMTU lends its support to all CTU lead and inspired campaigns.

HEALTH AND SAFETY

The RMTU red card was developed in December 2014 as part of a strategic campaign to educate and encourage workers to use their right to refuse unsafe work. The RMTU red card has been integrated into

Delegate Education, Branch AGM's and all KRG Health and safety Reps have received training on what it is, and when to use it.

The training of elected health and safety rep is a priority for the RMTU. The Union has focused on reinvigorating the Health and Safety Action Teams at KiwiRail by identifying the HSAT team members and level of H&S training. Elections for H&S reps across KRG are being held in 2018. The Union has Employee Participation Agreement's with KiwiRail, Transdev Auckland, Transdev Wellington, Lyttelton Port Company, Port Nelson, Port Napier and Dunedin Rail. There are EPA negotiations underway with Port Tauranga.

The RMTU continues to work with KiwiRail, NZTA and Worksafe NZ around safety in tunnels, this includes meeting regularly with NZTA to discuss progress regarding the Worksafe improvement notices. The RMTU has arranged worker participation from the 3 regional tunnel groups to attend the Critical Risk network – tunnels meeting.

The Just Fair Culture (JFC) Programme was rolled out in March 2016. Hundred's of KRG Delegates, H&S reps and managers have been trained in the process. The RMTU and KRG jointly facilitate the training. JFC is a tool for Delegates/ H&S Reps and Managers to use to identify how unsafe systems have led to unsafe behaviours, with a view to addressing unsafe systems. The tool offers a matrix to identify what the appropriate response should be ranging from commending a worker for great safety behaviour to disciplinary action for a reckless choice decision. One of the main objectives of the programme is to increase confidence amongst members that people will be treated fairly following an incident and the underlying factors will be addressed.

The Union is currently working on a significant number of joint health and safety projects with KiwiRail and other employers including SPADs prevention, Fatigue risk management, and support for workers who've experienced a traumatic event such as a level crossing incident.

The National Rail Safety System (NRSS) continues to operate under the leadership of NZTA. 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. We are on the NRSS executive.

H&S in Ports and Rail will remain an area of significant capital investment and time allocation within the Union following this Conference.

ACCIDENT INJURY SERVICES

The Union partnered Injury Management Programme continues to be well accepted and implemented within our industries. We continued our joint commitment to injury and wellness with KiwiRail by signing a new agreement with them.

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 is discussing with KiwiRail the concept of running IMP training workshops for managers and delegates.

The Union continues to offer members advice and support with ACC claims. Organisers deal with the issues as far as they can 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. A stand out case for the NMC during the period covered by this report is the Whole Body Vibration case for an exLE "George Whyte" which was successful and will act as a precedent for others into the future. KiwiRail opposed the case strongly. The Union sought assistance from an experienced expert in the field from the US for the case.

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 meetings during the two years. Aubrey Wilkinson the President and Howard Phillips the National Vice President have attended NAC meetings when the General Secretary has been unavailable. The RMTU attended the Biennial CTU Conference.

The following are CTU Committee reps for the Union;

- Runanga - Ray Brown, John Marsh, Manu Barclay and Sam Kahui
- Komiti Pasifika – Katrina Kalolo
- Youth “Stand Up” section – Campbell Leggett
- Womans Committee - Christine Borell-Fisihoi.
- Out@Work – Malcolm SiredMike Nicholson.

Richard Wagstaff is the President of the CTU. Richard has assisted the RMTU during the year on various matters including the Transdev Wellington, Transdev Auckland and Lyttelton Port Co disputes and in backgrounding HPHE. The Current Vice president is Rachel Mackintosh and the Vice president Maori is Syd Keepa. The Secretary is Sam Huggard.

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. This is not surprising as Governments of the left engage heavily with the CTU when in power.

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.

The RMTU is a strong foundation supporter of the CTU inspired UnionAID scheme. The scheme is modelled on the highly successful Unions Australia APHEDA scheme.

Affiliation Fees have increased during the two years that this report covers.

KIWI RAIL INDUSTRIAL COUNCILS

The Councils comprise elected rank and file delegates with RMTU staff support. Employers bear the majority of 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 2019 all councils will be up for re-election. The Councils are the industrial clearing houses for all “industrial” issues/initiatives within KiwiRail's operating divisions and are taking on an increasing role in H&S. The members of the councils are;

KiwiRail Networks Industrial Council

John Kerr Organiser
Jerry Hohepa Infrastructure Mechanical
Ian Walker Infrastructure Sigs, Comms, Traction
Lou Watene Infrastructure Bridges/Structures
Kevin Gubb Infrastructure Track Supervisor
Michael Green Operations Train Control
Davey Taua Trackworker.

KiwiRail (Freight) Industrial Council

Todd Valster Organiser
Brendan Smith Locomotive Northern
Marty Duncan Terminals Southern
John Keenan Locomotive Central
Dean Ngatai Terminals Northern
Ian Hutchinson CT Sites
Michael Williams (NMC) Locomotive Southern
Jason Fabish Terminals Central

KiwiRail Interisland Industrial Council

Wayne Butson
John Finch Ferry Operations (Outside) North
Annelies Griming Scale 1 (inside) North
Tania Haraki Scale 1 (Inside) South
Malcolm Slater Ferry Operations (Outside) South

KiwiRail Mechanical Industrial Council

Rudd Hughes Organiser
Shane McNae TX Maintenance
John Evans North Island Depots
Mat Cordell Bain Hutt Workshops
Luke James South Island Depots
Dylan Ellmers Servicing

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.

AMALGAMATION

The NMC engaged with MUNZ and sought the facilitation assistance of Paul Goulter during the period of this report. Sadly, yet again, the amalgamation talks failed to make any real progress and were abandoned by mutual consent between the parties. This is regrettable as the NMC remains firmly of a view that one union on the waterfront would assist workers in this industry. The Union remains willing to engage with any like-minded party seeking to building a strong united transport Union base.

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

2016/2018 has been another busy period for all forms of litigation. Notable legal and ACC cases include Port of Tauranga Crane Drivers Utilisation, Chinese Workers Minimum Wage and breach of KR MECA Clause 29, TDA Accrued annual leave, Defeat of LPC injunction application against H&S Strike, KiwiRail WBV case, LE pay and progression Transdev Wellington and all of the Strike action related litigation with LPC.

A study of the two years financial statements will disclose the expenditure incurred. Three cases of an internal nature to the RMTU have incurred high levels of cost were;

- a complaint from an unsuccessful candidate in the National President Election, and;
- a Privacy Breach claim from a member alleging that a privacy breach had been triggered by a staff members actions during the National Management election in 2017, and
- a complaint received from a member as to Roster Representative actions within the Waikato Rail Branch.

All of these cases required considerable time spent with legal advisors of the Union but were valuable learning exercises for those involved. The current levels of legal expenditure show no signs of abating.

Our successful close out rate of cases 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 and Hazel Armstrong Law.

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 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 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 Congress is held every 4 years and this year is being held in Singapore and The President, General Secretary and Women's rep attended.

Union Officers and delegates have attended a number of ITF events and regular meetings during the two years covered by this report. This Conference has other ITF affiliates from Norway, Australia and Great Britain attending. We are deeply appreciative to have the retiring chair of the ITF Rail Section Oystein Aslaksen, from

the Norwegian Locomotive Union, and the, hopefully (unknown at the time of writing this report) newly elected Chair of the section Simon Weller, from ASLEF, at this Conference. They will speak during the International section of our agenda.

MIF (Maritime International Federation)

The Union is a member of this association. The association is made up of NZ, Australian and Pacific Maritime Unions and Mick Doleman is the Executive Officer of the Federation. The RMTU participated in a meeting of the Federation in Wellington on 3 April 2017.

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. KiwiRail and TransDev are members.

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

Our close and longstanding fraternal relationship with the JREU and JRU has continued during the year. The General Secretary and Mike Williams attended and spoke at the JREU 30th Anniversary Conference in Tokyo in 2017.

RTBU (Rail Tram and Bus Union) Australia

The RMTU continues to have a fraternal relationship with the RTBU. Bob Nanva is the current General Secretary. The RTBU state branches continue to be very helpful to the RMTU with information sharing and assistance from time to time. This is gratefully acknowledged and received.

RMTU representatives have spoken at the RTBU NSW Loco Division meetings in 2017 and 2018.

Andy Holt, Peter Munday and Mark Supple from the RTBU loco Division NSW will attend this Conference and will speak during the International Session. Luba Grigorovitch the newly re-elected Victorian Secretary sends her apology for being unable to attend this Conference.

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 again elected to the ICLS steering committee in 2018. An ICLS Forum meeting was held in Tokyo in 2017 (Wayne Butson and Mike Williams) and Ulaanbaatar, Mongolia (Campbell Leggett and Pare-ana Bysterveld) in 2018.

We have participated during the period of this report in solidarity activities in support of ICLS members/events.

TWU (Transport Workers Union) Australia

We maintain a strong fraternal relationship with the TWU, especially with the NSW branch.

The NSW TWU holds their Conference in Sydney each year. RMTU was represented by Todd Valster (2016, 17) and Rudd Hughes, Malcolm Ross? (2018).

Klaus Pinkas is attending this Conference and will speak during the International panel session

MUA (Maritime Union of Australia)

The Union continues to have a fraternal relationship with the MUA. RMTU reps have attended an MUA hosted meeting during the period covered by this report.

RMT (Rail & Maritime Transport Union of Great Britain)

The Union has developed and maintains a strong fraternal relationship with the RMT since June 2007. An RMTU representative has spoken at the RMT AGM in 2017 and 2018.

This year we are especially pleased to have the RMT General Secretary Mick Cash attending and he will speak during the International session.

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

The Union has had a strong enduring relationship with ASLEF since the EFCA days. An RMTU representative has spoken at the ASLEF AGM in 2017 and 2018.

The ASLEF General Secretary Mick Whelan, Assistant General Secretary Simon Weller, executive members Dave Calfe and Deborah Reay are attending this Conference and will speak during the International session.

WORKERS' MEMORIAL DAY 2017 and 18

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.

Our practice of commissioning specific yearly posters continues and feedback is always sought from delegates to this Conference as to whether the practice is worth pursuing or of value to the Union and members. 2019

will be the 20 year anniversary of the fatal head on train collision at Waipahi and we have requested the Otago and Southland Rail Branches to use this site as the focus for the WMD 2019.

In 2017 a major upgrade of the Tangiwai Memorial site was unveiled and the General Secretary spoke at the event. The RMTU was represented on the organising Committee by Tim Kerwin and Les Perrin and the NMC wish to record their sincere thanks for the great contribution of these two lead delegates (at the time) to the success of the event and the raising of the RMTU's profile in the central North Island..

POLITICAL

In accordance with the policy adopted 2007, and endorsed at each Conference since, 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 RMTU has participated in all Labour Party Conferences and Congresses held in 2017 and will following this Conference in Dunedin in November 2018. The RMTU gave substantial financial donations to both Labour and the Green Parties in 2017.

Major work is underway with a review of the future funding of KiwiRail and the PTOM public transport contracting model.

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 select committee hearings during the period covered by this report.

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 RAILWAY STAFF WELFARE TRUST

The Trust Board operates under and in accordance with the trust deed for the fund. The board comprises 4 RMTU and 4 Employer nominated reps. Current RMTU reps on the Trust Board are Wayne Butson, Howard Phillips, Sam Kahui and Edgar Spark as a Group B (retired member) 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.

Chris Ball retired February 2017 as Manager of the trust. He was replaced by Elizabeth Lester who has a strong background in property management and she will address this conference. Liz has overseen the sale of Paraparaumu, purchase of Grey town property, initiation of leaky building repairs at Mount Manganui and major upgrades to a large number of properties with Heat pumps and new furniture fit outs. A new website is about to go live which will see members being able to book and pay online. Liz has been a stellar appointment for the Trustee's.

LOCOMOTIVE ENGINEERS SAD TRUST FUND

Currently the Union Trustees are Bill Sweeney, Mike Williams and Wayne Butson. A Trust Fund report will be given to the Rail sector during this Conference. The Trust is in an extremely sound financial position with good

returns on investment. During the period of this report the, since the Funds inception, Chair Roy Cowley retired for personal reasons and he has been replaced by long serving independent Trustee Terry Nowland. Chris Ball was appointed as the replacement independent Trustee of the Fund in 2017. Debby Green 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.

PORTS RETIREMENT PLAN

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

The plan and fund is controlled by two employer Trustees, four Union Trustees, a licensed independent trustee and an independent Chairperson (David Stevens). The four Union trustees currently are Andy Kelly, Wayne Butson, Dion Young and Chris Ball. The current employer trustees are Simon Kibble from Port Tauranga and Stephen Connolly from Port Otago. Sara Lunam resigned as Trustee in Dec 2016 and the NMC wish to thank her for her work whilst on the Board of the Plan.

Leonie Stieller retired as secretary and Debby Green replaced her as Secretary to the Trustees and the Management Committee would like to acknowledge her work and the work of the Union Trustees during the year.

CONCLUSION

This has been another very productive two year period 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 2017 – 2018. I move the NMC report for adoption.

Wayne Butson
On behalf of the NMC.

APPENDIX C – Audited Financial Statements to 30/06/2017

Rail & Maritime Transport Union Incorporated

Financial Statements

For the Year Ended 30 June 2017

Rail & Maritime Transport Union Inc
Consolidated Statement of Financial Performance
For the Year Ended 30/06/2017

INCOME	Note	2017	2016
Dividends Received		30,797	20,699
Interest Received		123,174	131,405
LE Superannuation Trust Fund Administration		32,964	32,817
Ports Retirement Plan Administration		6,901	9,198
Subscriptions: Union Fees		1,704,933	1,679,222
Subscriptions Strike Fund		45,714	45,355
Subscriptions Solidarity Levy		22,824	22,521
Shared Use of Premises Income		15,566	15,624
The Co operative Bank Member Rebates		680	-
Unrealised Gain on Shares		118,274	90,166
		2,101,827	2,047,007
EXPENDITURE			
Administration: General			
Affiliation Fees		42,849	44,309
Audit Fees		9,750	9,770
Bank Fees		1,717	1,509
Cleaning		5,625	6,003
Communications		19,129	16,772
Conferences & Seminars		2,560	16,523
CTU Conferences & Seminars		22,230	26,670
Depreciation		36,857	36,243
Donations		71,010	16,902
Hardship Fund Expenditure		2,043	1,678
Electricity		4,368	4,179
E W File & Branch Scholarships		3,040	(5,360)
Funeral Expenses		7,410	11,973
General Expenses		3,834	4,082
Insurance		16,148	16,817
International Transport		40,052	4,857
Legal Expenses		31,575	74,434
Biennial Conference Expenses		64,107	3,148
Meeting Expenses: Branches		10,128	12,404
Meeting Expenses: National Management Committee		32,417	23,951
Overseas Unions & Organisations		31,052	30,021
Postage Couriers & Freight		17,908	7,280
Printing & Photocopying		35,978	39,968
Professional Fees		12,665	3,269
Loss on Sale of Assets		13,418	666
Publications & Subscriptions		1,468	4,746
Rental		63,626	63,659
Railways Welfare Subscriptions		1,240	1,390
Repairs & Maintenance		32,246	26,986
Security		1,351	1,235
Social Expenses		7,448	8,464
Spirit of Adventure Sponsorship		2,000	2,588
Stationery & Equipment		21,097	30,760
Union Magazine		36,856	35,184
Welfare Payments		2,551	3,166
Workers' Education Trust		15,000	-
		722,753	586,247



Administration: Staff

ACC Levies	1,774	2,373
EAP Services	830	1,070
Fringe Benefit Tax	13,407	13,482
Motor Vehicle Expenses	52,583	57,635
Salaries	687,576	646,341
Staff Education & Training	5,667	6,918
Staff Leave	649	10,040
Superannuation	64,595	60,708
	<u>827,080</u>	<u>798,568</u>

Administration: Industrial

ACC Member Services	33,050	19,035
Branch Capitation, Honoraria & Expenses	37,758	106,466
Branch Visits	26,111	28,075
Campaigns & Special Projects	12,101	22,546
Ports Forum	17,021	-
Women's Forum	8,138	8,263
Contract Negotiations Branches	693	561
Contract Negotiations: Ports	26,586	15,746
Contract Negotiations: Rail	31,063	50,830
Industrial Councils	1,275	537
Delegates' Training	9,744	4,890
Labour Party Conference & Affiliates Meetings	9,953	5,554
Personal Grievances Disputes	89,426	83,017
Health & Safety Management	26,030	13,387
Lyttelton Port Company Health & Safety Issues	-	914
Workers' Memorial Day	17,515	3,629
	<u>346,463</u>	<u>363,450</u>

Total Expenditure	<u>1,896,295</u>	<u>1,748,265</u>
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Net Surplus before Tax	<u>205,531</u>	<u>298,742</u>
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Provision for Taxation	2	34,023	36,278
Prior Year Tax Adjustment		(700)	(561)

Net Surplus / (Deficit) for Year	<u>\$ 172,208</u>	<u>\$ 263,025</u>
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**Rail & Maritime Transport Union Inc
Statement of Movements in Members' Funds
For the Year Ended 30/06/2017**


	Accumulated Funds	Strike Fund Reserve	Solidarity Fund Reserve	Total Equity
Balance 1 July 2016	4,060,083	400,313	81,638	4,542,035
Net Surplus/(Deficit) for the year	171,508	-	-	171,508
Prior Year Tax Adjustment	700	-	-	700
Transfer of Accumulated Funds to Strike Fund	(45,714)	45,714	-	-
Transfer of Accumulated Funds to Solidarity Fund	(22,824)	-	22,824	-
Balance 30 June 2017	\$ 4,163,753	\$ 446,027	\$ 104,463	\$ 4,714,242
Balance 1 July 2015	3,864,935	354,958	59,117	4,279,010
Net Surplus/(Deficit) for the year	262,464	-	-	262,464
Prior Year Tax Adjustment	561	-	-	561
Transfer of Accumulated Funds to Strike Fund	(45,355)	45,355	-	-
Transfer of Accumulated Funds to Solidarity Fund	(22,521)	-	22,521	-
Balance 30 June 2016	\$ 4,060,083	\$ 400,313	\$ 81,638	\$ 4,542,035



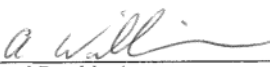
Rail & Maritime Transport Union Inc
Statement of Financial Position
As At 30/06/2017

CURRENT ASSETS	Note	2017	2016
Current Bank Accounts	5	338,871	456,151
Accounts Receivable	3	21,440	54,484
Interest Accrued	4	75,929	52,968
Tax Refund Due	2	-	6,598
Investments	7	1,866,713	1,831,359
Total Current Assets		2,302,953	2,401,561
NON CURRENT ASSETS			
Fixed Assets	6	142,111	133,698
Investments	7	2,509,792	2,270,118
Total Non Current Assets		2,651,903	2,403,817
Total Assets		4,954,857	4,805,377
CURRENT LIABILITIES			
Accounts Payable	8	123,088	147,656
GST Payable		18,375	19,099
Konemu Provision		6,452	6,452
Income Tax Payable		1,914	-
Provision for Leave		83,935	83,286
Veteran's Reunion Fund		6,850	6,850
Total Current Liabilities		240,614	263,343
NON CURRENT LIABILITIES			
Non Current Liabilities		-	-
Total Non Current Liabilities		-	-
NET ASSETS		\$ 4,714,242	\$ 4,542,035
Represented by:			
MEMBERS' FUNDS		\$ 4,714,242	\$ 4,542,035

Signed on behalf of the National Management Committee


 General Secretary

6-12-17
 Date


 National President

6-12-17
 Date

Rail & Maritime Transport Union Inc
Statement of Cash Flows
For the Year Ended 30/06/2017

	Actual This Year \$	Actual Last Year \$
Cash flows from Operating Activities		
Cash was received from:		
Fees, subscriptions and other revenue from members	1,720,307	1,626,533
Interest, dividends and other investment revenue	123,174	131,405
Other Revenue	-	-
Cash was applied to:		
Payments to suppliers and employees	1,902,072	1,724,173
Donations or grants paid	-	-
Net Cash Flows from Operating Activities	(58,591)	33,765
Cash flows from Investing and Financing Activities		
Cash was received from:		
Receipts from the sale of property, plant and equipment	-	-
Receipts from the sale of investments	-	-
Proceeds from loans borrowed from other parties	-	-
Capital contributed from owners or members	-	-
Cash was applied to:		
Payments to acquire property, plant and equipment	58,688	39,082
Payments to purchase investments	-	-
Repayments of loans borrowed from other parties	-	-
Capital repaid to owners or members	-	-
Net Cash Flows from Operating Activities	- 58,688	- 39,082
Net Increase / (Decrease) in Cash	(117,280)	(5,316)
Opening Cash	456,151	461,467
Closing Cash	338,871	456,151
This is represented by:		
Bank Accounts and Cash	338,871	456,151



Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30/06/2017

1 STATEMENT OF ACCOUNTING POLICIES

Reporting Entity

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

Basis of Preparation

The Rail & Maritime Transport Union Inc has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit) on the basis that it does not have public accountability and has total annual expenses of equal to or less than \$2,000,000. In respect of the investments of the Society has adopted PBE-IPSAS 29 Financial Investment Recognition and Measurement.

All transactions in the special purpose financial statements are reported using the accrual basis of accounting.

The special purpose financial statements are prepared under the assumption that the entity will continue to operate in the foreseeable future.

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

In accordance with PBE-IPSAS 29 investments in equity investments are valued at market value through surplus/deficit. Investments in term deposits are generally held until maturity and therefore held at cost.

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.

Bank Accounts and Cash

Bank accounts and cash in the Statement of Cash flows comprise cash balances and bank balances (including short term deposits) with original maturities of 90 days or less.

Revenue Recognition

Revenue from subscription income is recognised when member's fees are received.



Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30/06/2017

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.

	2017	2016
	\$	\$
2 TAXATION		
Net Surplus before Tax	205,531	263,024
Less: Non-Taxable/Deductible Member Income and Expenditure	66,550	(21,592)
Less: Gain on value of shares	(118,274)	(90,166)
Add: Imputation Credits	11,977	8,050
	<u>165,783</u>	<u>159,316</u>
Less: \$1,000 exemption	(1,000)	(1,000)
Donations	(500)	-
Taxable Income	<u>164,283</u>	<u>158,316</u>
Tax on Taxable Income	45,999	44,328
Less: Imputation Credits	(11,977)	(8,050)
	<u>34,023</u>	<u>36,278</u>
Prior Period Adjustment	(700)	(561)
Provision for Taxation	<u>33,323</u>	<u>35,718</u>
Opening Taxation Payable / (Refund Due)	(6,598)	(1,045)
Provision for Taxation	33,323	35,718
Less: Net Taxation Paid (incl: RWT & Provisional Tax)	(24,812)	(41,271)
Taxation Payable / (Refund Due)	<u>1,914</u>	<u>(6,598)</u>
3 ACCOUNTS RECEIVABLE		
Accounts Receivable consists of:		
National Office Receivables	16,900	45,815
Branch Receivables	4,539	8,669
	<u>21,440</u>	<u>54,484</u>
4 INTEREST ACCRUED		
Interest Accrued consists of:		
National Office Accruals	68,818	45,706
Branch Accruals	7,111	7,262
	<u>75,929</u>	<u>52,968</u>

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Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30/06/2017

	2017	2016
	\$	\$
5 BANK		
Bank Consists of:		
Bank of NZ - Call Account	39,838	118,471
Bank of NZ - Call Account - Nelson Branch	10,097	10,077
Bank of NZ - Current Account	81,094	114,738
Bank of NZ - Current Accounts - Branches	206,376	212,167
The Co-operative Bank - Current Account	678	-
Westforce Credit Union - Savings Account	236	235
Petty Cash	552	462
	338,871	456,151
6 FIXED ASSETS		
Leasehold Alterations	48,529	64,413
Less: Accumulated Depreciation	24,265	26,961
Book Value	24,265	37,452
Motor Vehicles	115,857	106,943
Less: Accumulated Depreciation	22,111	26,718
Book Value	93,745	80,225
Office Furniture & Equipment	53,691	71,891
Less: Accumulated Depreciation	29,589	55,870
Book Value	24,102	16,020
TOTAL FIXED ASSETS	218,077	243,247
Less: Accumulated Depreciation	75,966	109,549
	142,111	133,698
7 INVESTMENTS		
Investments consist of:		
BNZ - Legal Reserve Account	400,000	400,000
BNZ - Term Deposits	726,099	609,716
BNZ - Term Deposits - Branches	283,788	278,772
Credit Union Baywide - Term Investments	490,191	481,622
KiwiBank - Term Deposit	221,900	215,840
The Co-operative Bank - Term Investment	1,261,061	1,241,470
The Co-operative Bank - Term Investment	100,835	100,000
Westforce Credit Union - Term Investment	14,759	14,460
Auckland International Airport Common Stock	39,492	35,802
Northland Port Corporation Common Stock	17,400	12,280
Port of Tauranga Shares	820,980	711,516
	4,376,505	4,101,478
8 ACCOUNTS PAYABLE		
Accounts Payable consists of:		
National Office Payables	122,772	106,310
Branch Payables	316	41,345
	123,088	147,656



Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30/06/2017

	2017 \$	2016 \$
9 FINANCIAL INSTRUMENTS		
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 OPERATING LEASE COMMITMENTS		
Current: 1 July 2017 to 30 June 2018	55,832	55,832
Non Current: 1 July 2018 to 31 October 2018	18,611	77,443
	<u>74,443</u>	<u>133,275</u>
11 AUDITORS REMUNERATION		
<i>Fees charged by Audit Firm</i>		
Financial Statement Audit	6,500	6,500
Tax services	5,690	5,690
	<u>12,190</u>	<u>12,190</u>
12 RELATED PARTY TRANSACTIONS		
There were no transactions involving related parties during the financial year ended 30 June 2017. (Last year - nil).		
13 EVENTS AFTER BALANCE DATE		
The Union is engaged in litigation with KiwiRail. The expected cost of this litigation are in excess of \$50,000 (excluding GST).		





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INDEPENDENT AUDITOR'S REPORT

To the Members of Rail and Maritime Transport Union Incorporated

Opinion

We have audited the special purpose financial statements of Rail and Maritime Transport Union Incorporated, which comprise the statement of financial position as at 30 June 2017, and the statement of comprehensive revenue and expense, statement of changes in net assets/equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying special purpose financial statements present fairly, in all material respects, the financial position of the Rail and Maritime Transport Union Incorporated as at 30 June 2017, and its financial performance and its cash flows for the year then ended in accordance with the special purpose basis of preparation as set out in Note 1 to the financial statements.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Rail and Maritime Transport Union Incorporated in accordance with Professional and Ethical Standard 1 (Revised) *Code of Ethics for Assurance Practitioners* issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other than in our capacity as auditor, we also provide tax services to Rail and Maritime Transport Union Incorporated. Other than these services, we have no relationship with, or interests in, the Rail and Maritime Transport Union Incorporated.

Responsibilities of Members for the Financial Statements

Members are responsible on behalf of the Rail and Maritime Transport Union Incorporated for the preparation and fair presentation of the special purpose financial statements in accordance with the special purpose basis of preparation, and for such internal control as Members determine is necessary to enable the preparation of special purpose financial statements that are free from material misstatement, whether due to fraud or error.

Crowe Horwath New Zealand Audit Partnership is a member of Crowe Horwath International, a Swiss Verein. Each member firm of Crowe Horwath is a separate and independent legal entity.



In preparing the financial statements, Members are responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless Members either intend to liquidate the Rail and Maritime Transport Union Incorporated or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the special purpose financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (NZ), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the use of the going concern basis of accounting by those charged with governance and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our report to the related disclosures in the special purpose financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the special purpose financial statements, including the disclosures, and whether the special purpose financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Crowe Horwath New Zealand Audit Partnership is a member of Crowe Horwath International, a Swiss Verein. Each member firm of Crowe Horwath is a separate and independent legal entity.



We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during the audit.

Crowe Horwath

Crowe Horwath New Zealand Audit Partnership

CHARTERED ACCOUNTANTS

6 December 2017

Crowe Horwath New Zealand Audit Partnership is a member of Crowe Horwath International, a Swiss verein. Each member firm of Crowe Horwath is a separate and independent legal entity.

APPENDIX D – Audited Financial Statements to 30/06/2018

Rail & Maritime Transport Union Incorporated

Financial Statements

For the Year Ended 30 June 2018

Rail & Maritime Transport Union Inc
Consolidated Statement of Financial Performance
For the Year Ended 30/06/2018

INCOME	Note	2018	2017
Dividends Received		32,623	30,797
Interest Received		128,492	123,174
LE Superannuation Trust Fund Administration		36,036	32,964
Ports Retirement Plan Administration		10,806	6,901
Subscriptions: Union Fees	1,784,098		1,704,933
Subscriptions Strike Fund	37,001		45,714
Subscriptions Solidarity Levy	23,566		22,824
Shared Use of Premises Income	15,566		15,566
Sale of Union Branded Items	-	778	-
The Co operative Bank Member Rebates		311	680
Unrealised Gain on Shares	110,916		118,274
Donations Received		85,874	-
		2,264,509	2,101,827
EXPENDITURE			
Administration: General			
Affiliation Fees	48,397		42,849
Audit Fees	7,730		9,750
Bank Fees	887		1,717
Cleaning	3,872		5,626
Communications	18,051		19,129
Conferences & Seminars	28,834		2,560
CTU Conferences & Seminars	13,627		22,230
Depreciation	34,767		36,857
Donations	93,300		71,010
Hardship Fund Expenditure	1,200		2,043
Electricity	4,344		4,368
E W File & Branch Scholarships	5,000		3,040
Funeral Expenses	12,304		7,410
General Expenses	5,602		3,834
Insurance	16,657		16,148
International Transport	38,814		40,052
Legal Expenses	33,305		31,576
Biennial Conference Expenses	20,152		64,107
Meeting Expenses: Branches	13,937		10,128
Meeting Expenses: National Management Committee	22,517		32,417
Overseas Unions & Organisations	23,166		31,052
Postage Couriers & Freight	11,060		17,908
Printing & Photocopying	15,637		35,978
Professional Fees	12,460		12,665
Loss on Sale of Assets	-		13,418
Publications & Subscriptions	4,123		1,468
Rental	68,700		63,628
Railways Welfare Subscriptions	1,210		1,240
Repairs & Maintenance	26,466		32,246
Security	1,629		1,351
Social Expenses	25,526		7,448
Spirit of Adventure Sponsorship	-		2,000
Stationery & Equipment	39,278		21,097
Union Magazine	37,627		36,856
Welfare Payments	5,151		2,551
Workers' Education Trust	8		15,000
		695,337	722,763

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Administration: Staff

ACC Levies	1,836	1,774
EAP Services	1,122	830
Fringe Benefit Tax	13,618	13,407
Motor Vehicle Expenses	51,914	52,583
Salaries	709,546	687,576
Staff Education & Training	13,082	5,667
Staff Leave	2,413	649
Superannuation	69,555	64,595
Staff Selection Expenses	12,546	-
	<u>875,632</u>	<u>827,080</u>

Administration: Industrial

ACC Member Services	58,444	33,050
Amalgamation/Merger Meetings	7,266	-
Branch Capitation, Honoraria & Expenses	39,567	37,758
Branch Visits	25,858	26,111
Campaigns & Special Projects	17,810	12,101
Ports Forum	-	17,021
Women's Forum	988	8,138
Contract Negotiations Branches	6,996	693
Contract Negotiations: Ports	54,690	26,586
Contract Negotiations: Rail	122,003	31,063
Industrial Councils	1,320	1,275
Delegates' Training	8,965	9,744
Labour Party Conference & Affiliates Meetings	445	9,953
Personal Grievances Disputes	9,748	89,426
Health & Safety Management	35,816	26,030
Workers' Memorial Day	314	17,515
	<u>388,255</u>	<u>346,463</u>

Total Expenditure

1,959,224 1,896,295

Net Surplus before Tax

305,285 205,531

Provision for Taxation
Prior Year Tax Adjustment

2 35,613 34,023
- - 700

Net Surplus / (Deficit) for Year

\$ 269,672 \$ 172,208

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**Rail & Maritime Transport Union Inc
Statement of Movements in Members' Funds
For the Year Ended 30/06/2018**

	Accumulated Funds	Strike Fund Reserve	Solidarity Fund Reserve	Total Equity
Balance 1 July 2017	4,232,291	400,313	81,638	4,714,242
Net Surplus/(Deficit) for the year	269,672	-	-	269,672
Prior Year Tax Adjustment		-	-	-
Transfer of Accumulated Funds to Strike Fund	- 37,001	37,001	-	-
Transfer of Accumulated Funds to Solidarity Fund	- 23,566	-	23,566	-
Balance 30 June 2018	\$ 4,441,396	\$ 437,314	\$ 105,204	\$ 4,983,914
Balance 1 July 2016	4,060,083	400,313	81,638	4,542,035
Net Surplus/(Deficit) for the year	171,508	-	-	171,508
Prior Year Tax Adjustment	700	-	-	700
Transfer of Accumulated Funds to Strike Fund	- 45,714	45,714	-	-
Transfer of Accumulated Funds to Solidarity Fund	- 22,824	-	22,824	-
Balance 30 June 2017	\$ 4,163,753	\$ 446,027	\$ 104,463	\$ 4,714,242

LB



Rail & Maritime Transport Union Inc
Statement of Financial Position
As At 30/06/2018

CURRENT ASSETS	Note	2018	2017
Current Bank Accounts	5	450,952	338,871
Accounts Receivable	3	91,155	21,440
Interest Accrued	4	63,670	75,929
Investments	7	3,496,142	3,498,633
Total Current Assets		4,101,918	3,934,873
NON CURRENT ASSETS			
Fixed Assets	6	113,288	142,111
Investments	7	988,788	877,872
Total Non Current Assets		1,102,076	1,019,984
Total Assets		5,203,995	4,954,857
CURRENT LIABILITIES			
Accounts Payable	8	94,869	123,088
GST Payable		34,442	18,375
Konemu Provision		6,452	6,452
Income Tax Payable	-	8,880	1,914
Provision for Leave		86,348	83,936
Veteran's Reunion Fund		6,850	6,850
Total Current Liabilities		220,081	240,614
NET ASSETS		\$ 4,983,914	\$ 4,714,242
Represented by:			
MEMBERS' FUNDS		\$ 4,983,914	\$ 4,714,242

Signed on behalf of the National Management Committee

General Secretary

National President

Date

Date



**Rail & Maritime Transport Union Inc
Statement of Cash Flows
For the Year Ended 30/06/2018**

	Actual This Year \$	Actual Last Year \$
Cash flows from Operating Activities		
Cash was received from:		
Fees, subscriptions and other revenue from members	1,851,640	1,720,307
Interest, dividends and other investment revenue	161,115	123,174
Donations Received	85,874	-
Cash was applied to:		
Payments to suppliers and employees	1,867,470	1,831,062
Donations or grants paid	93,300	71,010
Net Cash Flows from Operating Activities	117,859	58,591
Cash flows from Investing and Financing Activities		
Cash was received from:		
Receipts from the sale of property, plant and equipment	-	-
Receipts from the sale of investments	-	-
Proceeds from loans borrowed from other parties	-	-
Capital contributed from owners or members	-	-
Cash was applied to:		
Payments to acquire property, plant and equipment	5,778	58,688
Payments to purchase investments	-	-
Repayments of loans borrowed from other parties	-	-
Capital repaid to owners or members	-	-
Net Cash Flows from Operating Activities	5,778	58,688
Net Increase / (Decrease) in Cash	112,081	117,279
Opening Cash	338,871	456,151
Closing Cash	450,952	338,872
This is represented by:		
Bank Accounts and Cash	450,952	338,871

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**Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30/06/2018**

1 STATEMENT OF ACCOUNTING POLICIES

Reporting Entity

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

Special Purpose Basis of Preparation

The Rail & Maritime Transport Union Inc has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit) except for the statement of service performance. In respect of the Investments of the Society has adopted PBE-IPSAS 29 Financial Investment Recognition and Measurement.

All transactions in the special purpose financial statements are reported using the accrual basis of accounting.

The special purpose financial statements are prepared under the assumption that the entity will continue to operate in the foreseeable future.

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

In accordance with PBE-IPSAS 29 investments in equity investments are valued at market value through surplus/deficit. Investments in term deposits are generally held until maturity and therefore held at cost.

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.

Bank Accounts and Cash

Bank accounts and cash in the Statement of Cash flows comprise cash balances and bank balances (including short term deposits) with original maturities of 90 days or less.

Revenue Recognition

Revenue from subscription income is recognised when member's fees are received.

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**Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30/06/2018**

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.

	2018 \$	2017 \$
2 TAXATION		
Net Surplus before Tax	305,285	205,531
Less: Non-Taxable/Deductible Member Income and Expenditure	- 33,558	66,550
Less: Gain on value of shares	- 110,916	- 118,274
Add: Imputation Credits	12,687	11,977
	<u>173,498</u>	<u>165,784</u>
Less: \$1,000 exemption	- 1,000	- 1,000
Donations	-	500
Taxable Income	<u>172,498</u>	<u>164,284</u>
Tax on Taxable Income	48,300	45,999
Less: Imputation Credits	- 12,687	- 11,977
	<u>35,613</u>	<u>34,022</u>
Prior Period Adjustment	-	700
Provision for Taxation	<u>35,613</u>	<u>33,322</u>
Opening Taxation Payable / (Refund Due)	1,914	- 6,598
Provision for Taxation	35,613	33,323
Less: Net Taxation Paid (incl: RWT & Provisional Tax)	- 46,407	- 24,811
Taxation Payable / (Refund Due)	<u>- 8,880</u>	<u>1,914</u>
3 ACCOUNTS RECEIVABLE		
Accounts Receivable consists of:		
National Office Receivables	86,520	16,901
Branch Receivables	4,635	4,539
	<u>91,155</u>	<u>21,440</u>
4 INTEREST ACCRUED		
Interest Accrued consists of:		
National Office Accruals	59,292	68,818
Branch Accruals	4,378	7,111
	<u>63,670</u>	<u>75,929</u>

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Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30/06/2018

	2018	2017
	\$	\$
5 BANK		
Bank Consists of:		
Bank of NZ - Call Account	19,767	39,838
Bank of NZ - Call Account - Nelson Branch	99	10,097
Bank of NZ - Current Account	85,566	81,094
Bank of NZ - Current Accounts - Branches	342,930	206,376
The Co-operative Bank - Current Account	987	678
Westforce Credit Union - Savings Account	-	236
Petty Cash	1,603	552
	<u>450,952</u>	<u>338,871</u>
6 FIXED ASSETS		
Leasehold Alterations	48,529	48,529
Less: Accumulated Depreciation	28,147	24,265
Book Value	20,382	24,265
Motor Vehicles	115,857	115,857
Less: Accumulated Depreciation	42,965	22,111
Book Value	72,891	93,745
Office Furniture & Equipment	59,635	53,691
Less: Accumulated Depreciation	39,620	29,589
Book Value	20,015	24,102
TOTAL FIXED ASSETS	224,021	218,077
Less: Accumulated Depreciation	110,733	75,966
	<u>113,288</u>	<u>142,111</u>
7 INVESTMENTS		
Investments consist of:		
Current Assets:		
BNZ - Legal Reserve Account	400,000	400,000
BNZ - Term Deposits	743,831	726,099
BNZ - Term Deposits - Branches	221,609	283,788
Credit Union Baywide - Term Investments	506,280	490,191
KiwiBank - Term Deposit	227,118	221,900
The Co-operative Bank - Term Investment	1,294,071	1,261,061
The Co-operative Bank - Term Investment	103,233	100,835
Westforce Credit Union - Term Investment	-	14,759
Non-Current Assets:		
Auckland International Airport Common Stock	37,344	39,492
Northland Port Corporation Common Stock	21,000	17,400
Port of Tauranga Shares	930,444	820,980
	<u>4,484,930</u>	<u>4,376,505</u>
8 ACCOUNTS PAYABLE		
Accounts Payable consists of:		
National Office Payables	93,573	122,772
Branch Payables	1,296	316
	<u>94,869</u>	<u>123,088</u>

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Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30/06/2018

	2018 \$	2017 \$
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>OPERATING LEASE COMMITMENTS</u>		
Current: 1 July 2018 to 30 June 2019	4,653	55,832
Non Current: 1 July 2019 to 31 October 2019	-	18,611
	4,653	74,443
11 <u>AUDITORS REMUNERATION</u>		
<i>Fees charged by Audit Firm</i>		
Financial Statement Audit	6,750	6,500
Tax services	5,690	5,690
	12,440	12,190
12 <u>RELATED PARTY TRANSACTIONS</u>		
There were no transactions involving related parties during the financial year ended 30 June 2018. (Last year - nil).		
13 <u>CONTINGENT LIABILITY</u>		
The Union is engaged in litigation with KiwiRail. The expected cost of this litigation are in excess of \$50,000 (excluding GST).		
14 <u>EVENTS AFTER BALANCE DATE</u>		
There have been no matters or circumstances since the end of the financial year, not otherwise dealt with in these financial statements that have significantly or may significantly affect the operations.		

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INDEPENDENT AUDITOR'S REPORT

To the Members of Rail and Maritime Transport Union Incorporated

Opinion

We have audited the special purpose financial statements of Rail and Maritime Transport Union Incorporated (the "Society") on pages 4 to 12, which comprises the statement of financial performance for the year ended 30 June 2018, and the statements of movements in members' funds, statement of financial position and statement of cash flows for the year then ended, and notes to the financial statements including a statement of significant accounting policies.

In our opinion, the accompanying special purpose financial statements of the Society for the year ended 30 June 2018 are prepared, in all material respects, in accordance with the special purpose basis of preparation as set out in Note 1 to the special purpose financial statements.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Society in accordance with Professional and Ethical Standard 1 (Revised) *Code of Ethics for Assurance Practitioners* issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other than in our capacity as auditor, we also provide tax services to the Society. Other than these services, we have no relationship with, or interests in, the Society.

Emphasis of Matter – Basis of Accounting and Restrictions on Distribution

We draw attention to Note 1 to the special purpose financial statements, which describe the basis of preparation. The special purpose financial statements are prepared to provide information to the members of the Society. As a result, the special purpose financial statements may not be suitable for another purpose. Our report is intended solely for the Society and should not be distributed to parties other than the entity and its members. Our opinion is not modified in respect of this matter.

Responsibilities of Members for the Financial Statements

Members are responsible on behalf of the Society for the preparation of the special purpose financial statements in accordance with the special purpose basis of preparation, and for such internal control as those charged with governance determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, those charged with governance are responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless those charged with governance either intend to liquidate the Society or to cease operations, or have no realistic alternative but to do so.

Crowe Horwath New Zealand Audit Partnership is a member of Crowe Horwath International, a Swiss Verein. Each member firm of Crowe Horwath is a separate and independent legal entity.



Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (NZ), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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.
- Conclude on the appropriateness of the use of the going concern basis of accounting by the Society, and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A handwritten signature in cursive script that reads "Crowe Horwath".

Crowe Horwath New Zealand Audit Partnership
CHARTERED ACCOUNTANTS

10 September 2018

Crowe Horwath New Zealand Audit Partnership is a member of Crowe Horwath International, a Swiss Verein. Each member firm of Crowe Horwath is a separate and independent legal entity.

APPENDIX E

Budget to 30 June 2019

		Actual	Budget 0.10 inc	2018 Budget
		@ 30/06/2018	@ 30/06/2019	@ 30/06/2018
Income				
Interest Received (gross)	4130	118,250.14	115,000.00	116,107.75
LE Superannuation Trust Fund Administration	4140	36,036.00	36,000.00	33,500.00
NZ Harbours Super Fund Administration	4160	10,805.54	10,000.00	8,000.00
Subscriptions - Union Fees	4180	1,724,983.62	1,725,928.92	1,653,763.74
Subscriptions - Strike Fund	4181	37,000.83	46,398.80	45,246.40
Subscriptions - Solidarity Levy	4182	23,565.82	23,181.84	22,588.96
Shared Use of Premises Income	4195	15,565.56	15,565.56	15,565.56
The Co-operative Bank - Member Rebates	4196	310.60	500.00	600.00
Sundry Income	4200	0.00	100.00	100.00
		1,966,518.11	1,972,675.12	1,895,472.41
Expenditure				
Administration				
Affiliation Fees	5120	48,397.01	46,000.00	40,000.00
Audit Fees	5130	7,730.00	9,500.00	9,050.00
Bank Charges	5140	880.93	900.00	1,700.00
Cleaning	5150	3,701.98	4,000.00	4,200.00
Communications	5170	14,989.80	15,000.00	15,000.00
Conferences & Seminars	5180	28,533.82	25,000.00	5,000.00
CTU Conferences & Seminars	5190	13,626.65	15,000.00	20,000.00
Depreciation: Office Furniture & Equipment	5200	9,865.04	9,500.00	11,667.57
Depreciation: Leasehold Alterations	5210	3,882.36	4,000.00	3,882.36
Depreciation: Motor Vehicles	5220	20,854.20	20,854.20	20,854.20
Donations	5230	2,100.00	2,000.00	2,000.00
Electricity	5250	4,344.20	4,400.00	4,586.78
EW File Scholarship	5260	5,000.00	5,000.00	3,000.00
Funeral Benefit	5270	6,804.35	10,000.00	7,000.00
General Expenses	5280	4,267.79	4,000.00	4,000.00
Insurance	5290	16,657.21	16,700.00	16,500.00
International Transport Workers' Federation	5310	38,813.77	20,000.00	20,000.00
Legal Services	5330	33,304.91	35,000.00	40,000.00
Loss on Sale of Assets	5420	0.00	0.00	0.00
National Biennial Conference Expenses	5350	20,152.17	45,000.00	25,000.00
NMC Expenses	5360	22,516.79	30,000.00	30,000.00
Overseas Unions	5380	23,165.77	25,000.00	30,000.00
Postages & P O Box Rental	5390	10,747.63	10,700.00	7,000.00
Printing	5400	15,636.83	20,000.00	30,000.00

Professional Fees	5410	12,460.25	10,000.00	10,000.00
Publications & Subscriptions	5430	3,928.03	3,000.00	3,000.00
Rental	5440	68,699.60	72,000.00	69,000.00
Repairs & Maintenance	5470	26,353.10	26,000.00	28,000.00
Security	5480	1,629.05	1,500.00	1,500.00
Social Functions	5490	17,197.59	15,000.00	3,500.00
Stationery & Equipment	5520	34,196.55	20,000.00	18,000.00
Union Journal	5530	37,627.30	38,000.00	36,000.00
Workers' Education Trust	5560	8.26	0.00	0.00
		558,072.94	563,054.20	519,440.91

Staff

Accident Compensation Levies	6110	1,836.45	1,900.00	1,836.45
EAP Services	6115	1,122.00	2,000.00	2,000.00
Fringe Benefit Tax	6120	13,617.52	13,617.00	13,940.12
Motor Vehicle Expenses	6130	51,914.28	55,000.00	50,000.00
Salaries	5140	684,927.11	738,500.00	738,200.00
Staff Education & Training	6150	13,081.92	10,000.00	7,000.00
Staff Leave	6160	2,412.53	5,000.00	70,000.00
Superannuation	6170	67,585.89	70,000.00	67,425.38
		836,497.70	896,017.00	950,401.96

Industrial

ACC Member Services	7110	58,444.15	50,000.00	35,000.00
Amalgamation/Merger Meetings	7120	7,265.55	0.00	10,000.00
Branch Capitation & Expenses	7130	69,219.76	70,000.00	77,000.00
Branch Site Visits	7140	25,857.91	30,000.00	30,000.00
Ports Forum	7152	0.00	0.00	0.00
Women's Forum	7154	(987.83)	0.00	0.00
Campaigns & Special Projects (incl Greenfield sites)	7150	17,810.39	20,000.00	20,000.00

Collective Agreement Negotiations:

NOM*

Expires:

G/L Code:

- C3 Limited

- General Collective	173	30/06/2019	7160-C3LTDD	0.00	10,000.00	500.00
- On Board Lashing Collective	41				0.00	500.00

- CAF New Zealand Ltd

31/03/2019

7160-CAFNZL	0.00	3,000.00	500.00
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- Centreport Ltd

33

7160-CNTPRT	1.44	0.00	500.00
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- Champion Flour Mills (Goodman Fielder)

36

31/07/2018

7160-CHAMPI	0.00	1,000.00	500.00
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- Cityline Hutt Valley Ltd

4

7160-CITYLN	0.00	0.00	100.00
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- Electrix

N/A

7160-ELECTX	0.00	0.00	100.00
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- Hyundai Rotem: MECA with TDW

40

2/07/2017

3,000.00

- IXOM Operations Pty Ltd

- Mt Maunganui Collective	15	31/03/2019			1,000.00	100.00
- Morrinsville/Kinleith Collective	14	31/07/2018			1,000.00	500.00

- KiwiRail Ltd: MECA

2,126

7160-KIWIRA	5,368.04	0.00	6,000.00
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- Lyttelton Port of Christchurch

- General Collective	175	7/09/2017	7160-LYTPCO	45,828.11	10,000.00	5,000.00
- Inland Port Collective	38	30/09/2018				100.00
- Logistics Officers Collective	10	16/01/2018				100.00
- Napier Port Ltd						
- General Collective	155	30/09/2019	7160-PTNAPR	2,176.90	5,000.00	2,000.00
- Gotwald Crane Drivers Collective	8	30/06/2018	7160-PTNAPR			500.00
- North Tugz	7	30/06/2019	7160-NHTTUG	189.56	500.00	1,000.00
- NZ Bus - GO Wellington	7		7160-NZBUSS	28.30		100.00
- Port Marlborough (NZ) Ltd	39	30/06/2020	7160-PTMARL	1,462.83	0.00	1,000.00
- Port Nelson Ltd	160	23/06/2019	7160-PTNELS	1,815.49	2,000.00	3,000.00
- Port of Tauranga Ltd	77	31/03/2019	7160-PTTAUR	2,401.58	5,000.00	2,000.00
- Port Otago Ltd	63	6/07/2019	7160-PTOTAG	0.00	5,000.00	0.00
- Port Taranaki Ltd						
- General Collective	35	31/03/2019	7160-PTTARK	694.42	2,000.00	2,000.00
- Launchmasters Collective	3	2/04/2017	7160-PTTARK			500.00
- Prime Port Timaru Ltd	14	21/07/2015	7160-PTTIMR	60.00	0.00	1,000.00
- Quality Marshalling Ltd	16	30/06/2018	7160-QMARSH	60.00	1,000.00	100.00
- Southport + New Zealand Ltd	3	30/06/2014	7160-STHPRT	0.00		0.00
- Taieri Gorge Railway	27	8/08/2019	7160-TAEIRI	0.00	0.00	1,000.00
- Toll Networks	184	30/06/2018	7160-TOLLNW	726.26	0.00	2,000.00
- Transdev Auckland Ltd	504	30/09/2018	7160-TRANSD	45,500.95	5,000.00	5,000.00
- Transdev Wellington Ltd: MECA with HR	367	2/07/2018	7160-TRNSDW	70,379.04	5,000.00	5,000.00
- Woods Contracting Services						
- Individual Agreements	264					
- Honorary Members	29					
	4,667					
Council Meetings			7170	1,319.95	1,000.00	1,000.00
Dispute - GPS Tracking			7180-KIWIRA	0.00	0.00	0.00
Delegates' Training			7190	8,913.22	10,000.00	10,000.00
Health & Safety Management			7240	35,816.04	30,000.00	26,000.00
Labour Party Affiliates Meetings			7220	445.00	2,000.00	2,000.00
Personal Grievances & Compliance			7230	9,748.09	10,000.00	90,000.00
Workers' Memorial Day			7250	0.00	0.00	10,000.00
				410,545.15	279,500.00	354,700.00
Total Expenditure				1,805,115.79	1,738,571.20	1,824,542.87
Income Over (Expenditure) Before Tax				161,402.32	234,103.92	70,929.55
Resident Withholding Tax Paid				38,335.25	31,676.94	32,510.17
Prior Year Tax Adjustment				0.00	0.00	0.00
Income Over (Expenditure) After Tax				123,067.07	202,426.98	38,419.38

Provision for Capital Expenditure *				
- Purchase of Assets	1740	3,290.00	36,000.00	<i>20,000.00</i>
		3,290.00	36,000.00	20,000.00
Income Over (Expenditure)		\$ 119,777.07	\$ 166,426.98	\$ 18,419.38
<i>All figures are GST Exclusive</i>				

APPENDIX F

RMTU Policy on Fatigue Risk Management

Aim

The aim of this policy is to reduce the risk of harm to workers arising from fatigue and improve the lives of RMTU members.

Principles

- Fatigue is an unavoidable consequence of shift work that cannot be eliminated but can be managed to an acceptable and agreed level.
- A fatigue risk management system is required to manage the workplace hazard of fatigue.
- Fatigue is accumulated from both work and non-work activities and is therefore a shared responsibility between the organisation and the individual to manage.
- Fatigue related errors cannot be overcome by workers “trying harder” to fight fatigue.
- Workers and employers have different perceptions of risk (including fatigue) and should have joint systems for managing health and safety risks including fatigue.
- Union engagement could include the development of a joint fatigue safety action group (FSAG) that includes management and worker representatives.

The Union will,

1. Organise Union events to discuss the risk of fatigue and educate members on their rights under the Health and Safety at Work Act 2015.
2. Consider whether provisions in the collective employment agreements could be incentivising people to work excessive overtime that could be contributing to fatigue.
3. Negotiate hours of work provisions that provide for adequate sleep opportunity and two nights consecutive sleep following the last night shift.
4. Encourage and educate members to identify the risk of fatigue in themselves and others and stop unsafe work when there is a high likelihood that a person is unable to work safely due to fatigue.
5. Educate Health and Safety Reps to raise fatigue issues on behalf of workers and make recommendations regarding fatigue management to the employer.
6. Include claims for the development of a fatigue risk management system within the collective bargaining process.
7. Encourage employers to adopt a Just Fair Culture framework that supports open and honest reporting of fatigue without risk of punitive action.
8. Engage with and lobby the Regulators NZTA, Maritime NZ and Worksafe NZ to develop guidance material for fatigue management in consultation with the industry.