

THE **TRANSPORT WORKER**

DECEMBER 2018

The journal of the RMTU – NZ's largest specialist transport union



Sanity prevails: EFs retained



12 SHANE JONES DOES HUTT SHOPS



MP Shane Jones paid a visit to Hutt Workshops to familiarise himself with what the Workshops can do and the affects of HPHE at the work face.

14 BIENNIAL CONFERENCE



Once again your Union held a very successful conference in Wellington with a line-up of inspiring speakers.

36 MONGOLIAN MAGIC



Pare-Ana Bysterveld (pictured) reports from the ICLS conference in Mongolia where she was blown away in more ways than one.

COVER PHOTOGRAPH: RMTU members of the Palmerston North electrics depot celebrate the government's decision to invest \$35m to refurbish KiwiRail's EF locos and turn the NIMT away from diesel.
Page 4.

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Wayne Butson
General secretary
RMTU

Plenty of positives

THIS time last year I wrote that *rail, coastal shipping, public transport and regional development would see real gains during this Parliamentary term and that by late 2018 it would be a great time to be an RMTU member.*

The good news is that by and large all has come to pass.

So it was with great joy that I was a member of the RMTU team to attend the Labour Party Conference in Dunedin this year. That was its official name. However, we, and a number of other parties, were calling it the Labour and RMTU Victory Conference.

Labour because, despite the nay-sayers, we remain with a viable coalition Government with partners working well together, and who, just one week prior, had announced a \$35m funding of the rejuvenation of the North Island Main Trunk electric locomotives.

When we launched the campaign to save the electric locos in 2016 I certainly did not fully appreciate the difficulty we would have in getting the victory and, secondly how we would pick up support from a wide range of community and environmental groups, academics and other like-minded individuals.

Some were prepared to be outspoken publicly, others were prepared to support in the background. I especially recognise the support and work of Roger Blakeley, Paul Tolich, Chris Flatt and Nigel Haworth as their pushing was influential in getting us over the line. Thank you to each and everyone of you who did something to support our Save the Electrics campaign. It is essential to celebrate our wins and I have the empty bottles to prove that I did.

Sadly, I get asked from time to time: "What does the Union do for me?"

Thankfully this is always easy to answer as we are year on year a Union which boxes way above its weight and get the wins to match our power and influence.

In 2018 we achieved a financial surplus despite the battles we were in. We also grew our Union membership, trained a strong cohort of Union and H&S delegates, continued our campaigns for the living wage, Straight to Auckland Airport rail, the Auckland cross harbour rail link, Grow Northland Rail, Keep our Port in Napier, Keep our Assets in Christchurch, Hamilton to Auckland Commuter trains, opposing driver-only operation in Auckland and maintained our strong support for the "Just say No" challenge.

The RMTU is a struggle-based Union so we must always have the desire to fight

for something better.

Let us also not forget that we had success in the KiwiRail wage round by negotiating a landmark pay deal by having a universal flat rate increase of \$1.63 per hour to everyone on the collective agreement. However, there have also been other very successful wage rounds for members employed by other employers.

In this issue of the magazine there is a story and graph which shows the premium that unionised workers now have over other workers in wage outcomes. It truly pays to be in a union!

In the last year I have also been asked: "What has the Government even done?"


I have to admit that it's hard to blame people for not knowing because the media prefer to create and cover 'scandals' for reactions instead of what matters. But even I was shocked at just how much this coalition government has done in its first year in office.

To help everyone understand we have published a list of some of their achievements on this page. There wasn't room for the whole list so we've published the full list on our website. This proves that voting matters.

On behalf of the Union president, NMC members and staff, I hope and trust that you and yours will all see out the Christmas/New Year holiday period safe and sound. We are told that the most dangerous places are our homes and work but I reckon that New Zealand's roads over the holiday season are just as dangerous or more so. Please make sure you stay safe at all times.

Wishing each and every one of you a Merry Christmas and a happy and joyous 2019.

Be RMTU and I know that 2019 will be a prosperous year for you all!

Na mihi nui 

What has Jacinda Ardern and Labour done this last year?

Here's a handy list of their achievements. Making your vote count matters and this list proves it!

- Extended paid parental leave
- Stopped foreign purchasing of Kiwi homes
- Made first year tertiary fees-free
- Running a healthy surplus
- Delivered on 2022 debt target four years early
- Lowest unemployment level since 2008
- Stopped state house sell-off
- Built its first KiwiBuild homes
- Restarted Super Fund contributions
- Established the Pike Rive Recovery Agency
- Increased the minimum wage
- Committed to child poverty reduction targets
- Boosted Family Tax Credits
- Increased Working for Families
- Helped new families with Best Start payment
- Winter Energy Payment to cover power bills
- Invested in fixing hospitals
- Frozen MP pay increases
- Improved and modernised family violence laws
- Made GP visits cheaper for 600,000 New Zealanders
- Rolling out national bowel screening.
- Delivered on \$300 million acceleration fund for Christchurch. . . .

For a fuller list of Labour's record go to our website: rmtunion.org.nz

Resignations

Dear Editor

It is with regret that I tender my resignation from our great Union.

A series of medical misadventure incidents which have resulted in continuing ill health and loss of physical strength has forced me to take medical retirement from my job with Hyundai-Rotem.

Over my years in KiwiRail and Rotem I have been impressed by, and grateful for, the strength and talents of the team at the Union headquarters and the help given by reps at Hutt Workshops and Thorndon Depot, Wayne Butson, Phil Bosworth, Howard Phillips and Todd Valster.

I have been in the workforce for over 60 years and have always been a union member in whichever industry I was working. This included 30 years in the NZ Printers Union with many years on their board of management. I retained my union membership even when promoted to middle management. I am convinced that without union muscle and that solidarity behind us, we have very little power or protection as individuals when faced with often uncaring and greedy employers, especially overseas ones.

I was particularly grateful for strong union backing when for eight months our employer forced the Wellington Carriage Maintenance Team to work out of a carriage which was moved around the Thorndon yard. When the Union got involved the situation soon changed. A big portacom was provided and is a very adequate office and lunch room.

Thank you Wayne and the team for all your support over the years. Our union is in good health.

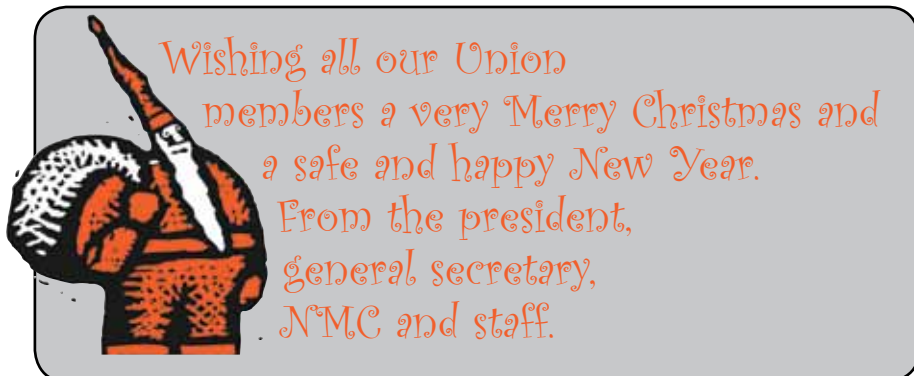
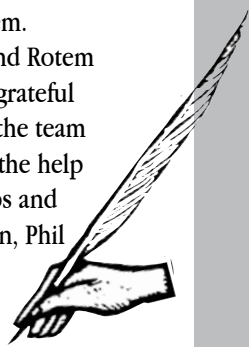
Kia Kaha

John Irvine

Dear Editor,

I have accepted the position of Linehaul operations manager in Palmerston North and therefore, tender my resignation from the National Management Committee of the RMTU, effective from December 7, 2018.

I have thoroughly enjoyed my times as an effective representative of the RMTU and have witnessed how profes-



◀sionally the whole of the RMTU and its representatives operate. I look forward to continuing a close working relationship with the RMTU in my new role.
John Keenan
KIC rep.

Dear Editor,
I am writing to you to let you know that I will be tendering my resignation from the RMTU on November 9, 2018.

It has been a privilege to have been in such a strong Union and I wish you all the very best for your future endeavours. Special mention must go to Tania for all that she has done for us in the past and present. I know how hard it can be motivating and leading our members being a delegate in the past myself. However, I also know what it felt like winning on those odd occasions, more so in the earlier years of my time with NZRail/KiwiRail.

Todd and Wayne keep up the good work and I look forward to reading about the RMTU's 'innovative initiatives'.
Jeff Bowdler.

Dear Editor,
It is with much sadness that I tender my resignation from the RMTU effective from November 9, 2018.

I would like to pass on a special mention to our delegate Tania Haraki for all her work and effort that she has done for us in the past 13 years at Picton Interislander.

It has been an honour to belong to such a strong Union and I wish you all the very best in the future.
Allan Huntley.

Time to celebrate



Ready, willing and waiting - a line-up of EF locos at Palmerston North.

THE Rail and Maritime Transport Union welcomes the Government's decision to keep KiwiRail's electric locomotives running on the North Island Main Trunk.

RMTU general secretary Wayne Butson says: "Despite some earlier indecision the government has, in the end, made the right choice. It has not only honouring a campaign pledge but its a decision FOR the environment. It shows clear intent to overturn the previous government's blinkered view of pollution."

The government has committed an extra \$35 million to refurbish the 15 electric engines currently in operation between Hamilton and Palmerston North.

Union members, environmental campaigners and industry experts have all spoken out about the importance of investing in electric rail and the government listened.

If KiwiRail had been permitted to go ahead with its plans to replace the EF Class electric locomotives with DL class diesel engines imported from China, it would have added an extra 12,000 tons to New Zealand's carbon footprint and jeopardised a significant number of local jobs.

"Our position has always been that New Zealand must electrify more of its rail network,

not less," says Butson. "The highly skilled workforce in KiwiRail's workshops can now build a modern, sustainable fleet of locomotives. We're thrilled!"

Deputy Prime Minister and shareholding Minister Winston Peters said refurbishing these trains in New Zealand was looking to the future of our environment and economy.

"We're making the right decision for the long term. Replacing electric locomotives with diesel would be a step backwards.

"By refurbishing these locomotives here, we're creating jobs in KiwiRail's Hutt Workshop and supporting our local rail industry. It just makes sense."

Transport Minister Phil Twyford said: "Rail connects regions with the cities and helps create a more modern, sustainable transport network. Keeping the electric trains shows that we are continuing to invest in the future."

A former Secretary for the Environment and an engineer, Roger Blakeley, told National Radio's Morning Report this year that KiwiRail's argument that diesels would be cheaper simply didn't stack up – and now this new government agrees.

"Refurbishing the electric locomotives was always a no brainer," says Butson. "Diesels are, quite simply, bad for the environment and way too expensive." 🌱



TRAINING days for RMTU delegates were held in Nelson (above) and Dunedin (below) last month. The Nelson workshop was attended by delegates John Lines, Shayne King, Phil Baines (Picton) and, of course, our branch secretary Ann Wells who did an excellent job of organising us all!

Delegates from QuayConnect, Port Marlborough and other departments in Port Nelson were present. Our speaker for the day was John Kerr RMTU organiser for

the South Island.

For those who have not yet met John, believe me, he is an inspirational speaker. To hold the interest of everyone in the room for seven hours, entirely on his own, is no mean feat!

John spoke at length about how a delegate can help a member who is involved in a dispute, what rights the member has, and how to ensure these rights are maximised to the member's advantage. We also discussed how best to deal with intimidation and bul-

lying, not anywhere near as straightforward as it might seem. Delegates were also given sound advice on preparation for wage bargaining, organising members to participate in RMTU activities so as to promote a feeling of empowerment and unity and how the Union hierarchy works to the advantage of working people worldwide.

It was a very interesting day and of enormous benefit. Thank you John for your time and thank you Ann for organising it all. 🌐



WCC welcomes living wage



Wellington mayor, Justin Lester and Living Wage campaign organiser, Lindy McIntyre at the recent celebration acknowledging Wellington City Council's commitment to its lower paid workers. Well done WCC.

The union pay premium, 2018

Bill Rosenberg, CTU economist

EACH year I take a look at how increases in pay rates for people on collective employment agreements (CEAs) compare with those on individual agreements.

In August, the Centre for Labour, Employment and Work at Victoria University released their annual analysis of CEAs. It shows again that people who are part of a collective get better pay rises: the union pay premium.

For the year to June 2018, wages in CEAs rose on average by 2.2 percent, which is appreciably higher than the 1.9 percent last year.

Over the same period, the Labour Cost Index (LCI), which measures increases in the pay rate for the job rather than for the individual holding the job, and is dominated by people on individual rather than CEAs, rose less: by 1.9 percent.

Private sector CEA pay rates rose 2.9 percent, the highest increase since 2013 and a big jump from the 1.9 percent increase the year before, while the private sector LCI rose only 2.1 percent, the highest since 2012 and up from 1.6 percent the previous year.

Central government CEA rates rose 1.8 percent (the same as in 2017) while the central government LCI rose just 1.2, both well behind the private sector.

Local government CEA pay rates rose 2.7 percent (up from 2.5 in 2017), much more than the local government LCI which rose 1.7 percent.

In every case in 2018 there was a clear union premium, confirming the longer

term picture: that there is a worthwhile premium for being on a CEA, particularly in the private sector. Further, virtually all jobs on CEAs get a pay rise (only 1 percent didn't in 2018) but of those not on a CEA, only 46 percent got a rise.

Comparing by industry, CEA pay increases are again higher than those shown in the LCI.

In both 2018 and over the seven years 2011 to 2018, CEA increases were higher in all industries we can compare except health care and social assistance, probably because of the way the care and support workers' pay equity settlement, which took effect from 1 July 2017, is measured. The CEA and LCI increases were very close in that industry over the seven year period and any difference is more likely to be due to the way they are measured rather than a real difference in this highly unionised industry.

In transport, postal and warehousing, where most RMTU members work, the average increase for jobs on CEAs was 2.1 percent in the year to June 2018, compared to 1.9 percent for all jobs. Over the seven years 2011 to 2018, the average increase on CEAs was 2.3 percent compared to 1.9 percent for all jobs.

Looking at the longer run, a job on a wage of \$15 in June 1993 (around the aver-

age hourly wage) would be paying \$27.66 in June 2018 if it had risen at the rate of increase in CEAs, but only \$24.94 if it had risen at the rate of the LCI, a 10.9 percent CEA premium.


For the private sector, the premium is 18.0 percent.

For central government, the premium is only 3.8 percent, which would be expected with the much higher union and collective agreement membership rates in that sector.

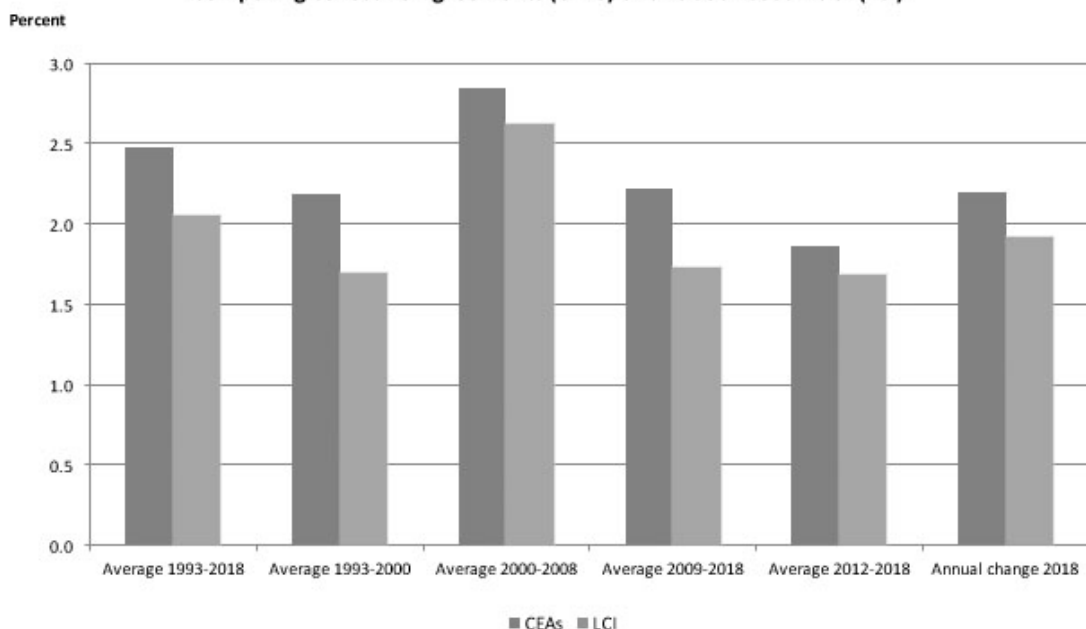
In local government, the premium is 15.3 percent.

There is mixed evidence as to the number of workers directly benefitting from these union-negotiated increases.

The Centre for Labour, Employment and Work's data shows a small increase in numbers in CEAs but a still falling proportion of workers. However Statistics New Zealand's Household Labour Force Surveys showed 413,000 employees said they were on CEAs in June 2018 (19.2 percent of employees), a number up 9.7 percent from 376,600 in June 2017 (18.2 percent of employees).

Whichever is true, unions are still doing their job of creating a fairer balance in who gets income, resources and power in New Zealand, as the pay premium illustrates. 

Average annual wage increases to 2018
comparing Collective Agreements (CEAs) and Labour Cost Index (LCI)



ITF Congress 2018 - Singapore

THE 44th ITF Congress in Singapore (14-20 October 2018) was an historic event as it was the first to be held in Southeast Asia in its 122 year history. The Congress included participants from approximately 140 countries, representing over 600 transport unions with more than 19 million members. It was the biggest Congress to date, with over 2,000 participants.

The guest-of-honour for the opening ceremony was secretary-general of the National Trades Union Congress (NTUC), Singapore, and minister in the Prime Minister's Office, Ng Chee Meng.

The Congress aimed to give transport workers a collective voice and to set the agenda for the transport unions for the next five years. It also discussed how digitisation is reshaping global transport, along with developing strategic policies to guide unions.

ITF president Paddy Crumlin from the MUA in Australia opened the Congress and was later re-elected for a further presidential term.

ITF general secretary Stephen Cotton said in his speech: "This Congress is all about transport workers building power through innovative campaigns, growing membership and influencing policy. By uniting our efforts, we can ensure that the



United against racism! (right) Wayne Butson and Avi Edri from the Histadrut, Israel's transport union.

future of work provides good opportunities for all transport workers."

Mary Liew, chairperson of the ITF Singapore national coordinating committee (SNCC) and general secretary of the Singapore Maritime Officers Union (SMOU), said: "It's no coincidence that this Congress is being held in Singapore as it focuses on the future of work in transport. We have shown here that by building partnerships across society and the economy we can create decent, sustainable jobs – now and for the future."

The RMTU was represented by national president Aubrey Wilkinson (whose day job is as a crane operator in Port Tauranga), national women's NMC representative Ruth Blakeley (vessel planner at Port Chalmers) and general secretary Wayne Butson. The RMTU is registered in the Dockers, Rail, Road, Public Transport and Tourism sections of the ITF as these are the areas that our members



(l to r) Ruth Blakeley (RMTU) flanked by Fatima Ajouz and Fatima Hammond both from Middle East Airlines, Air Liban, Lebanon.



work in. Our three reps attended all of the relevant section meetings and Wayne was re-elected for a further term as the Asia Pacific Rail Section chair. David Gobe from the CGT France was elected as the new Rail Section chair. The outgoing chair, Oystein Aslaksen, attended and spoke at our biennial Conference held the following week together with representatives from ASLEF, RMT, TWU and RTBU reps.

By attending the Congress links and relationships are developed and strengthened with comrade Unions which facilitates the creation of solidarity alliances when dealing with international multi-national companies and corporations. The workers united shall never be defeated and the Congress was a graphic illustration of our global Union power! 🌐



Wayne Butson (centre) with the Indian Railway Union leaders.

Komiti Pasifika fono

Two members report:

Katrina Kalolo

This September, I was lucky enough to be invited to attend the Komiti Pasefika Fono 2018. The big story was about Kristine Bartlett who got equal pay for rest home workers – predominantly Pacific Islanders and south-east Asians. The theme of the Fono this year was Voice! Action! Own it! Efeso, an elected Auckland council member, spoke about the history of Pacific people and the struggles in the early 1960s and 1970s. To shape the future of young Pacific people, learning from the past to stand out, stand up and fight for what is right. Fala Haulangi spoke on behalf of a Sistema worker about the working conditions they face and that the union is your back stop, so you were pretty much never alone when it comes to health and safety.

Campbell Leggett

Being my first time at the Fono it was amazing to see all the affiliates: the Dairy Workers Union, E-Tu, Unite, the Public Service Association, New Zealand Education Institute and many more who came together in Wellington to express our people's struggles on being Pacifica in the workforce.

The values of the Fono were to give a voice, to start action and to own it. And it was really felt at the conference with the amazing guest speakers from the likes of New



RMTU team with NZer of the year Kristine Bartlett.

Zealander of the Year Kristine Bartlett talking about how she normalised the elderly care business (which is Asian/Pacific dominated) and Fa'anana Efeso Collins speaking

out about how we, as a minority, deal with racism and profiling on a daily basis.

One speaker resonated with me saying: The struggle we have in terms of racism, exploitation and judgement towards Polyneesian is engraved into New Zealand society. So we need to understand these problems and give our people the voice they need to battle these issues.

It was such an honour to attend this amazing fono with such a young and promising group of future delegates within our Union. 🇳🇿



Campbell, Tabana and Katrina learning how to use our voice.

Land mark MECA

IN a land mark agreement both the RMTU and KiwiRail lauded the ease and affordability of their latest MECA pay deal.

The deal signed included a flat rate of higher pay applied across all 2,319 RMTU members, rather than their usual percentage increase.

This meant the lowest paid RMTU workers received the highest percentage increase in their pay-packets – a move supported by their higher-paid colleagues

who will receive less.

Both RMTU general secretary Wayne Butson and KiwiRail chief executive Peter Reidy applauded the deal.

“This is a significant pay deal for those who need it most,” said Butson. “KiwiRail will pay the two year increase up front thus adding 6.9% earnings to the rates of those at the bottom of the pay scale.”

“This deal was negotiated within a day and with immense goodwill on both sides of the table,” said Reidy. “I commend



the RMTU for initiating this innovative solution which is not only fair but will help those who need it most.”

The pay deal took effect from 1 July 2018 and is effective for two years. 🇳🇿

Union bids farewell



Robbie Stevens was a loco engineer in Invercargill who left the job in August 2018. Pictured here with a gift from the Southland branch.



Aubrey Wilkinson presents an Appreciation Certificate for union services to medically retired NMC South Island rep and Christchurch LE Mike Williams.



RMTU South Island organiser John Kerr poses with Mike Williams and Peter Reidy – both of whom have now left KiwiRail.

PORTS RETIREMENT PLAN ARE YOU A MEMBER?

The Ports Retirement Plan is open to all port workers.

The plan has an external administrator and contributions are invested with four fund managers.



**Ports
Retirement
Plan**

Download a copy of the
Product Disclosure Statement from our website:
www.portsretirement.org.nz

Issuer: Ports Retirement Trustee Limited



Te Kupenga a Mahi hui-a-tau

It was a sunny spring afternoon as we gathered at the gateway of Nga Hau e Wha marae in Christchurch. Many of the Te Kupenga a Mahi whanau hadn't seen each other since the last Hui-a-Tau which was held at Te Puna the previous year, so there were a lot of "happy hellos".

Te Kupenga Mahi was established when it was noted that there was a lack of recognition for te ao Maori (the world of Maori) within the rail industry. Te Kupenga Mahi began sharing cultural, social and economic aspirations with the wider community through a partnership with rail from a Maori perspective. This was done by acknowledging Maori through the whanau support policy, Te Kupenga Mahi Study Grant and Tangihanga Putea (Group Life Plan). It also facilitated powhiri (welcoming), poro-poroaki (farewell), karakia (prayer), waiata (song) and te pure (blessings).

Since then, the network has grown to become an integral part of KiwiRail. The toi toi leadership programme began and is run by Te Kupenga Mahi in conjunction with KiwiRail as a way of mentoring youth within the company. The third programme is currently underway, with many original cadets attending. Through this they have also learnt traditional aspects of Maoridom such as powhiri.

The haunting karanga of the kuia from within the gate signified that our hui was about to begin. Every year Te Kupenga Mahi gather to discuss matters arising in our communities with each district having its own elected representative.

After we were called onto the marae, we sat in the wharenuī and listened to the whaikorero (speeches) and finished with

our waiata (song). We all have different backgrounds and nationalities within the group, so we have individual aspects of Te Ao Maori, but as soon as we sing a waiata we become one. Te Kupenga Mahi haka is inspiring.

Te Kupenga Mahi has been going for 29 years. It has seen many changes within rail, from different owners to contractors and now a new operator for the metro passenger services.

Through these changes, Toll became an associate of Te Kupenga Mahi who are currently in discussions with Transdev.

The hui-a-tau is also a great way to gain insight conducive to working in rail through the guest speakers that attend. This year's guest speakers were:

Jeanine Benson (chief of operations South Island), Katie McMahon and Melissa Taylor (GM of Zero Harm KiwiRail), Ani Haua and Brenda Warren (kapa haka experts), Heather Haitana (teacher of Te Reo, Mihimihi and Mahi Rakau), Grant Lemin (acting CEO Toll), Carla Bates (KiwiRail team kakariki), Heidi Erceg-Head (Com-

munications TOLL) and Keri Limmer (business development Te Puni Kokiri).

Te Kupenga Mahi are searching for willing participants for the CTU Runanga Mana Wahine inquiry.

Additionally, the ITUC Just Transition office are wanting to speak with them regarding their relationship with KiwiRail, Toll and the Maori network.

This type of relationship is unique to New Zealand and the ITUC are keen to explore it more extensively to possibly incorporate the cultures of indigenous people in other countries to possibly help the Just Transition process.

We spent the next few nights bonding over waiata and food. Most of us had to extend our belts a notch thanks to the amazing kai that the marae had to offer whilst we also collected a few new waiata to put in our songbooks.

We look forward to seeing each other and meeting new people at next years hui.

If you would like further information please contact Ray Brown at, Raymond.Brown@kiwirail.co.nz 🌐



Some of the participants at the hui.

Different feel to 2018 conference

THE 2018 Labour Conference was held in Dunedin November 1st - 3rd. For those of us who have attended the last nine Labour conferences or congresses, this one certainly had a different feel to it.

The RMTU sent seven delegates – Wayne Butson, Aubrey Wilkinson, Howard Phillips, Pat Tutty, Rebecca Hauck, Mel Ryall and Todd Valster.

The first day started with sector meetings and we attended the union affiliates meeting. Being only three days since the u-turn announcement on North Island Main Trunk electrification, we were happy to inform other affiliated unions on our win. Other wins included the Equal Pay Campaign with Etu and the work that the Dairy Workers Union was doing on organising the all-but-one of the foreign owned dairy plants.

In the afternoon there was robust discussion and debate on the various remits and policy amendments and proposals which our team participated in. In the evening of the first day the conference was formally opened by the Dunedin Mayor, Brian Cull. He gave a long speech but he did explain it had been 30 years since the last Labour conference was held in Dunedin so there was plenty to tell – then he took us back to 1200AD!

There were various presentations and panels on day 2. Two that stood out were the presentations from Christine Bartlett (equal pay campaigner) and the panel led by the PM with a group of articulate, bright young people. Later that day policy propos-



Some of the RMTU delegates at conference with Transport Minister Phil Twyford. (l to r) Todd Valster, Phil, Howard Phillips, Wayne Butson and Aubrey Wilkinson.

als and amendments were spoken to – or against – and then voted on. A policy proposal that has been put up in the past but had not got through, finally was passed, which will look at lowering the age for voting.

On day 3 there was panel of all the Maori MPs and, with Labour winning all of the Maori electorates, it was great to see and hear from these talented MPs.



The Maori caucus addressing the conference.



Rotorua and Whanganui competed for the 2019 Conference with Whanganui coming out on top.

The conference closed with a great

Jacinda Ardern at the Labour affiliates meeting where she said she was glad money had been found to retain the electric locomotives for the NIMT.

speech from the Prime Minister.

The conference was open to the public for this speech and the Town Hall was full with long lines of people still trying to get in.



Shane Jones visits Hutt shops



Regional Economic Development Minister, Shane Jones, recently visited Hutt Workshops where the EF locos will be refurbished. He is seen here with Allan McConnochie (l) and a departmental official.



With Dodie Joseph and Kasia Kurene.



(l to r) Todd Moyle (CEO KiwiRail), Logan Kabui, Dodie Joseph (back to camera), Maryan Street (KiwiRail) and Karl Bouterey.



With Vishwa Dewan and Karl Bouterey.

RMTU WOMEN

Dodie Joseph

Union role and why did you become involved? What has been a memorable experience in your role as a delegate and branch sec?

Women's delegate for Hutt Workshops. I wanted to get a more in depth look into what it means to be apart of a union and how we work within the cogs of a company.

What has been a memorable experience in your role as a delegate/ women's rep?

I really enjoy getting different perspectives from people in roles from all over the country or within our committee and coming together to work out how we can improve areas within our working place.

Job title and what the job entails?

Apprentice mechanical engineer. A bit of everything. Being in the workshop we specialise in project work such as locomotive overhauls, wagon conversions, and opex work. I am in my last year and since starting have been on a three-monthly group rotation which consists of mechanical, fabrication, machining, over hauling components (from locomotive bogies to engine components), air brakes to electrical, painting and anything in between.

Why did you decide to become a mechanical engineer?

I didn't. It kinda just happened. I did some time in the automotive industry which I found really motivated me to want to get trade qualified. I applied for a role through a job search and was lucky enough to get

my foot in the door in the KiwiRail Palmerston North depot in a train maintenance role, which led me to apply for one of the apprenticeships on offer at Hutt Workshops. In saying that I also found that mechanics really took my interest and I am proud to say I love what I do today!

What's the best part of the job?

The people. Being apart of a company that contributes to the overall economics of NZ. Seeing people working together to progress.

What's something that bugs you about your job?

The lack of organisation and logic within certain areas; that can be frustrating sometimes, but it's all learning curves and part of improvements. Being underestimated as a woman working in a male orientated role. I understand this is still a bit of a new age thing, but diversity is becoming more and more encouraged within KiwiRail. Some cultural aspects that are still present; not caring enough, for example for our assets

and workmanship and some negativity towards change.

What piece of advice would you give your 21 year old self?

Lead by example. Be a good role model for future generations ethically and morally to contribute to a better society and workforce. Open your mind. Get educated. Inspire people. Follow your passion. 🇳🇿



RAIL - TAKING STRESS OFF NORTHLAND ROADS

It's time to reconnect Northland's extensive railway network enabling industry to use the safest way to move freight and increase high value rail tourism.

The Rail and Maritime Transport Union Fully Supports re-opening lines to Dargaville and Otiria. Reconnecting rail to Kawakawa - Opuia for rail tourism.



Rail is the Strategic missing link to Northport.

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Fighting fatigue for safety

THE third biennial national conference, and the 21st delegates' conference, of the Rail and Maritime Transport Union was very focused from the moment delegates arrived in Wellington. We began with forums for women, port and rail members on day one and then moved into full conference on days two and three.

The RMTU has a well-deserved reputation in the New Zealand union movement, and, indeed, among transport unions globally, for being a relentless advocate for workers' health and safety. It is therefore no surprise that our conference's theme was safety and in particular, a hazard that we are increasingly aware of in the industries we organise in: fatigue.

Many of our members are shift workers and are employed in safety critical roles. Fatigue is a potential killer. It is fitting that our union has taken up the challenge and is organising and educating members so we can fight fatigue.

This theme was emphasised very strongly from the moment conference began. Our general secretary spoke of the need



Attorney General Andrew Little and RMTU president Aubrey Wilkinson.

for a Union-wide approach that involved industrial, legal and political strategies to mobilise our strength to campaign and win on this issue.

The key session was led by our national health and safety organiser Karen Fletcher, who ran delegates through an interactive

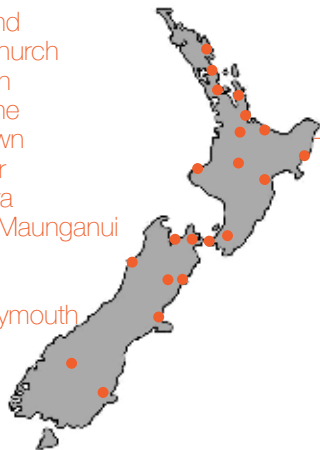
seminar on fatigue, drawing on the latest academic research. From the way in which delegates responded this was something of an eye opener, both literally and metaphorically. One key fact was that once you've been awake for 17 hours you are impaired to a similar level as exceeding the drink/driving limit!

This session reinforced work our port delegates had done the day before on the initiative the RMTU had agreed with Quality Marshalling in Timaru – a direct result of the pattern bargaining approach endorsed by the RMTU Ports Forum in 2017. This underlines a key point: workshops and forums need to be followed up by effective organising on the ground.

Once again we were privileged to hear from international guests from the Norwegian Locomotive Drivers Union (as well as being the outgoing chair of the ITF Global Railway Section) Oystein Aslaksen, Australian Rail, Tram and Bus Union (RTBU) and the Transport Workers' Union (TWU), and two British unions – the

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◀ Associated Society of Locomotive Engineers and Firemen (ASLEF) and the RMT (Rail and Maritime Transport Union). Their contributions were inspirational.

The TWU's account of their fight for 'safe rates' to ensure hours of work in the trucking industry was a tale of perseverance and persistence in the face of political upheaval. What was reassuring was the resolve and commitment of Australian workers to con-



Ross Wilson and Laurie Collins.

tinue the fight. The British are campaigning for safety on several fronts – most notably in their struggles to keep guards on trains. The complicating factor is the plethora of rail operating companies that are the legacy of privatisation. Both the RMT and ASLEF are backing Jeremy Corbyn's Labour Party which has promised to renationalise rail once it wins the next election.

Conference isn't just about workshops ▶

RMTU's fatigue campaign

Some facts

- Fatigue is a state of physical and or mental exhaustion, which reduces a person's ability to perform work safely.
- Fatigue negatively affects a person's reaction time, accuracy, ability to judge risk, filter out distractions, and problem solve.
- Fatigue is caused by work, shift work, inadequate breaks and non-work factors such as lifestyle and is therefore, a shared responsibility between the organisation and the individual to manage.
- The Health and Safety at Work Act 2015 requires PCBU's (employers) to have a safety system for managing the hazard of fatigue in the workplace.
- A Worksafe NZ survey found 43% of workers said they worked when overtired 'from time to time' or 'a lot'.#
- Adults need between seven and nine hours sleep per 24 hours. After 17 hours awake a person's performance is equivalent to having a blood alcohol content of 0.05%.
- Fatigue is an unavoidable consequence of shift work that cannot be eliminated but can be managed to an acceptable and agreed level.
- Recovery of normal sleep (following night shifts) usually takes at least two nights of unrestricted sleep. Single days off do not provide adequate recovery time.
- A fatigue risk management system, including management and worker commitment, is required to manage the hazard of fatigue.

RMTU commitment:

- Organise Union events to discuss the risk of fatigue and educate members on their rights under the Health and Safety at Work Act 2015.
- Consider whether provisions in the collective employment agreements could be incentivising people to work excessive overtime that could be contributing to fatigue.
- Negotiate hours of work provisions that provide for adequate sleep opportunity and two nights consecutive sleep following the last night shift.
- 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.
- Educate health and safety 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.
- Negotiate joint worker/management fatigue safety action groups for monitoring and making recommendations relating to the management of fatigue.
- Encourage employers to adopt a Just Fair Culture framework that supports open and honest reporting of fatigue without risk of punitive action.
- Engage with and lobby the regulators NZTA, Maritime NZ and WorkSafe NZ to develop guidance material for fatigue management in consultation with the industry. 🌐

#Health and Safety Attitudes and Behaviours Survey in the New Zealand Workforce 2016.

At the 2018 RMTU conference, delegates endorsed the RMTU's policy to combat the risk of workplace fatigue.



(l) Chuck Atkins and (r) Andrew Norton (KiwiRail).



Liz Lester (Welfare Trust) and Allan Addison-Saie.



Michael Naylor receives his gift for speaking from Debbie Brown.

◀ and guest speakers though, it's also our union's parliament, where our policies are determined through debate and votes on remits. There was a wide range of remits, covering the whole range of issues that affect our union. The union's budget debate was particularly important this year as we've been involved in three major disputes in the past 12 months in Wellington, Auckland and Lyttelton. Disputes are expensive, but due to good management our war chest is full and we're ready to fight again if we need to.

We did a review of those campaigns through a panel discussion that involved key delegates. It was great to hear from front-line leaders about the way they had organised and involved members to campaign, fight and win. One key point was that the RMTU kicked off what is growing into a wave of industrial action across the private and public sector, and we did it before the change in government. Workers are growing in confidence and our example has been part of creating that impetus.

Once again we discussed the value of international solidarity and how our affiliations and relationships to organisations like the International Transport Workers Federation (ITF) and overseas unions gives us strength when dealing with multinational



(l to r) Jana Philpott (Port Timaru) presenting gifts to RTBU visitors Andy Holt, Mark Supple and Peter Mundy.

employers such as Transdev and Toll.

The bosses organise across national boundaries and so should we.

Indeed all our international guests had flown directly from the ITF Congress in Singapore (including our GS who was again voted in as the ITF Railway Section Asia Pacific regional chair at the Congress).

For the second time Conference hosted a women's representatives and a women's forum. A very clear challenge was laid down by ASLEF women's representative Deborah Reay to our women: to codify their repre-

sentation in our Union rules.

The quality of our women representatives is beyond doubt and the huge contribution they make to the success of the RMTU was rehearsed time and time again – especially during our review of the disputes in Wellington, Auckland and Lyttelton.

We heard from a succession of invited speakers.

If nothing else the very breadth of topics covered demonstrates the work our Union does: from the NZ Staff Welfare Trust to having life members and former GS Ross



The ASLEF delegation enjoying their vote of thanks for participating at the Conference.

Our international guests had a few comments about the conference:

Mick Cash (RMT): "Brilliant conference, well organised. I learned a great deal and hopefully got to share some experiences that will resonate with your members."

Mick Whelan (ASLEF): "Once again the RMTU demonstrates the value of workers standing together on shared platforms with shared visions."

Klaus Pinkas (TWU): "A Fabulous conference. I greatly appreciated the chance to talk with RMTU members about our shared struggle. It'll be good to share this experience with our members in Canberra."

Mark Supple (RTBU): "Very grateful for the invitation to be part of the RMTU's conference and good to be able to meet your delegates and active members."

Wilson as chair of the Board of Worksafe. We also hosted the secretary of the CTU, KiwiRail's general manager of HR, Napier Port's CEO and the Minister of Justice, Andrew Little. The last speaker was not in a position to announce the funding of electric locos at Conference as the decision had not been endorsed by Cabinet at that stage. Never mind Andrew – the announcement a week later was worth the wait!

The challenge for everyone who attended Conference is clear – go back to your branches, spread the word and organise! 🇳🇿

(r) RMTU H&S organiser Karen Fletcher.
(below left) Klaus Pinkus (TWU) and
(below) Lyttelton branch members thanking
National Office staff for their support
during their strike.



Women's Forum

(Held with London Underground LE and ASLEF Women chair, Debbie Reay.)

Topics discussed:

- Harassment and domestic violence at home and in the workplace;
- Unsanitary conditions with some rail and ports workers saying there is lack of bathroom facilities;
- The ITF conference that had been held

in Singapore the week before had started a 'Right to Flush' campaign;

- A policy on menopause was passed at conference;

Action points included:

- Promoting RMTU women;
- Post short videos showing what women do at work;
- Mission statement is empowerment;
- Merchandise group;
- Fundraising at WIMDOI events;
- Pathways into encouraging women into

ports and rail;

- Health and wellbeing against fatigue;
- Lisa Davidson, the safety electrical officer, Palmerston North is the new women's CTU rep;

Christine Fisihihoi, the previous rep says: "It has been an honour to represent our Union for the past three years and I am sure Lisa will be a great proactive rep."

The next CTU Women's Conference is 11-12 July 2019 at the Renouf Centre in Wellington.

First-time conference attendees



Allan Addison-Saipe: (Nelson Ports) "I've enjoyed being part of something bigger and meeting other members from other parts of the Union and the wider international union movement through the overseas guests."



Brian Watkins: (Lyttelton Port) "Very impressed with the passionate and inspirational speakers! I particularly enjoyed Mick Whelen from ASLEF."



Campbell Angus: (Port of Napier) "Enjoyed a professionally organised conference. I liked listening to the international speakers and hearing about the global struggle that we are part of."



Chuck Atkins: (Port of Napier) "Good to hear from overseas and to hear that we share the same challenges. I'll take knowledge from the work with me."



Jas Giri: (Auckland Rail) "Good opportunity to get to know people in wider union. This is really important for me as a new assistant branch secretary so I can learn how the movement mobilises workers."



Jed O'Donoghue: (Canterbury Rail) "Absolutely great to see our union is tired of fatigue!"



Malcolm Ross: (Toll Christchurch) "Excellent. Lots of information I'll pass on to the delegates. I especially liked the discussion on fatigue lead by Karen."



Matt Hamilton: (Waikato Rail) "A gathering that was full of people who have great experience of struggle. Gave me some ideas about how to set up systems to organise members in my branch".



Katrina Kalolo: (Wellington Rail) "Good conference. I didn't know what to expect and ended up soaking up information like a sponge. I particularly liked Deborah Reay's presentation to the women's forum."



Michael Batt: (Otago Rail) "Good conference. I enjoyed hearing about the international dimension of our work. As a health and safety rep I liked the focus on fatigue."



Tangiwai Haney: (Wellington Rail) "I enjoyed seeing and hearing from the different unions. The women's forum made me realise I'm not alone – women face the same challenges everywhere."



Mel Ryall: (Otago Rail) "Inspirational – especially the strong women in the forum. Also liked hearing from Deborah Andrews – Norton and"

s and their thoughts



of Tauranga)
other port members,
share similar
knowledge back to



Dodi Joseph: (Hutt Shop) "Great to network with people from around our country and from overseas. I really liked Klaus Pinkas's speech from the TWU in Australia and Mick Whelan (ASLEF) was very passionate."



Gareth Bachop: (Dunedin KiwiRail track ganger) "Loved it. Especially networking with other delegates and listening to their experiences. Most enjoyed the session on the industrial disputes and how they had been run."



Jana Philpott: (Port of Timaru) "Really enjoyed the conference, especially the international speakers - Mick Whelan from ASLEF in the UK was inspirational."



Renay Hope: (Port Otago) "I've realised exactly what 'stronger together' means - hearing from people all around New Zealand and from overseas put it in perspective."



Sam Marsh: (Canterbury Port) "Really enjoyed myself. Lots of shared wisdom. I enjoyed the international speakers and also Andrew Little's presentation."



Scott Mytton: (Centreport Wellington) "Overall ran to the time schedule which was great. The international panel with their wide knowledge and what they had to say about off assets and how this will have an effect on all of us."



Simon Overend: (Port Marlborough shipping security officer) "Very, very good. The international guests were awesome and showed us how small we are as a country but how big we are together and growing your knowledge base by hearing how things have happened in the past."



il branch):
specially seeing our
ny different roles. I
m the two
nd Little."



Ron Nijssen: (West Coast) "Outstanding conference. Great to have the opportunity to network with the wider union. Good to hear the port side of things as well."



Will Te Amo: (Napier KiwiRail) "Really good meeting new members from around the country. International speakers were really good. Fatigue session lead by Karen Fletcher was the most informative and useful thing about the three days."



Vaughan Davidson: (Wellington maintenance engineer Hyundai Rotem) "Deb and Chelsea did a great job. Enjoyed the international speakers hearing what they were going through and the problems that can happen anywhere in the world with a company like Transdev. Also enjoyed meeting the organisers and senior people in the union."

More Chinese locos reach our shores



Another batch of 15 Chinese manufactured DL-class locomotives arrived in New Zealand in late October to Port of Tauranga. They will be the gen 2,3 class and will be commissioned at Te Rapa. The first one is expected to enter commercial service on December 18.



Day of respect

AUSTRALIA'S Rail, Tram and Bus Union (RTBU) and the Transport Workers Union (TWU) called for a National Day of Respect for Public Transport Workers on November 5. Australians were urged to mark the day by saying "thank you" to transit workers.

RTBU National Secretary Bob Nanva said the Day of Respect for Public Transport

Workers was established two years ago following the tragic death of Brisbane bus driver Manmeet Sharma (also known as Manmeet Alisher).

"The simple act of saying 'thank you' sends an important message to public transport workers," Nanva said. "Everyone deserves to be safe and respected at work."

TWU National Secretary Michael Kaine

said most transport workers had experienced some form of violence and harassment from unruly passengers.

"We hear far too many stories of verbal abuse, harassment and even physical assaults," Kaine said. "More must be done to make our public transport networks safer for both workers and passengers."

- Labour News

TWU conference

MALCOLM ROSS and Rudd Hughes, at the invitation of the TWU, attended the New South Wales Delegate's Conference in Sydney this November. Its theme was two of their major campaigns: 'Changing the rules' and a return to 'Safe Rates'. The former referred to employment law in Australia and the way it works to limit the power of workers, particularly around the right to strike. The latter was raised due to the Liberal government's abolition of Safe Rates.

As in New Zealand, the restraint on the right to strike outside of bargaining has severely limited the power of workers and their unions to maintain wages and conditions. Moreover, bargaining on a site by site or company by company basis severely limits the ability of workers to gain significant wage increases. This is clearly seen in the widening income gap between the wealthy and the rest of society, a gap which continues to widen. In her speech to the conference Sally McManus, the secretary of the ACTU, argued strongly for a return to industry wide bargaining that would set fair rates for all workers in the same industries and occupations and deliver fairer wages to



Malcolm Ross (r) with senator Glen Serle (above) and with NSW TWU state secretary Richard Olsen (below)



workers. This has implications for New Zealand. The Labour-led coalition government has policy about introducing industry wide rates in selected sectors, like the buses, in

what they are calling Fair Pay Agreements. Although this has yet to happen.

The TWU sees its return as essential for the health and safety of truck drivers and the current national secretary noted that since the abolition of Safe Rates, 451 people had died in heavy vehicle accidents. The Liberal Government's minister for roads, Melinda Pavey, stated that electrocuting drivers would be a sufficient replacement for Safe Rates saying that "technology is now so advanced, a driver can be driving and get an electric shock if they look away from the windscreen for more than two seconds". Understandably, this response has outraged the TWU membership and displays the Liberal's disdain for workers and has galvanized the union around their campaign.

The overall tone of the conference was as militant as one might expect due to the attacks by the Liberals. But alongside the defiance there was also an infectious optimism from the rank and file who showed strong support for the campaigns and the call by the union to get Labour to deliver when, as it looks likely, they return to the government benches after the next election. 🌐

Supporting workers

An important plank in the RMTU's philosophy is "Stronger together". We give tangible support to our brothers and sisters in other unions on a regular basis. Here we are supporting members of the teachers' union the NZEI and justice workers belonging to the PSA.



Excellent MECA outcome



(above) The negotiations team celebrating the achievement of a settlement for our members.

IN stark contrast to 2017 the RMTU, Transdev Wellington and Hyundai Rotem reached a fair settlement for the renewal of their MECA this year. 🌐

(r) Mr Kim (Hyundai Rotem), Allan Ladd (Transdev Wellington) and Wayne Butson (RMTU).



Union to the rescue

RMTU Napier members have come to the aid of a foreign crewman. Phyto Wai Moe from Myanmar was injured the evening of Wednesday October 31, after falling from the gangway on the container ship the *MOL Destiny* while it was preparing to sail.

"It was a horrible accident," said RMTU delegate Cam Angus, who added that the incident is being investigated by Worksafe New Zealand and Maritime New Zealand.

Moe suffered a broken arm and knee, needed stitches above his right eye and suffered concussion. He required surgery for the knee, at least two weeks in hospital and a lengthy recuperation. It is understood that he may be flying home



Cam Angus and Roz Muir pictured at the Hawkes Bay Hospital.

around the third week of November, via the shipping agent's expense.

Angus and his RMTU colleagues put out an SOS through FaceBook to find someone

from the Myanmar community to communicate with him.

"The poor guy is so lonely," said Angus. "It would be good to find someone who could speak to him in his own language and provide some comfort."

Union members were clearly quite taken with the man's plight and gave Moe's agent a 'hurry up' to provide some care. The Union and agent together supplied him with clothing and toiletries and the Union branch voted through a donation of \$200 towards his daily needs.

Members have committed to visiting him and helping where they can.

Moe has a wife and two daughters in Myanmar. He is a member of the Myanmar National Union within the seafarers section. 🌐

NORTHLAND RAIL

GOOD progress with renewal work in the North with 2000+ 25T concrete sleepers discharged and ready for installation. A good step forward in the right direction as a pipe opener to the upgrade of the NAL.

There is an amazing amount of work being completed by a minimal number of members on the front-line. The latest EM80 shows great improvements to safety and reliability, emphasising a reduced number of class 1 and star faults. A sterling effort from the lads, well done.

Like most regions we are suffering from the effects of skeleton crews, an ageing workforce and a lot of work to get on with now that we have a pro-rail government. These pressing issues were raised with Labour minister Andrew

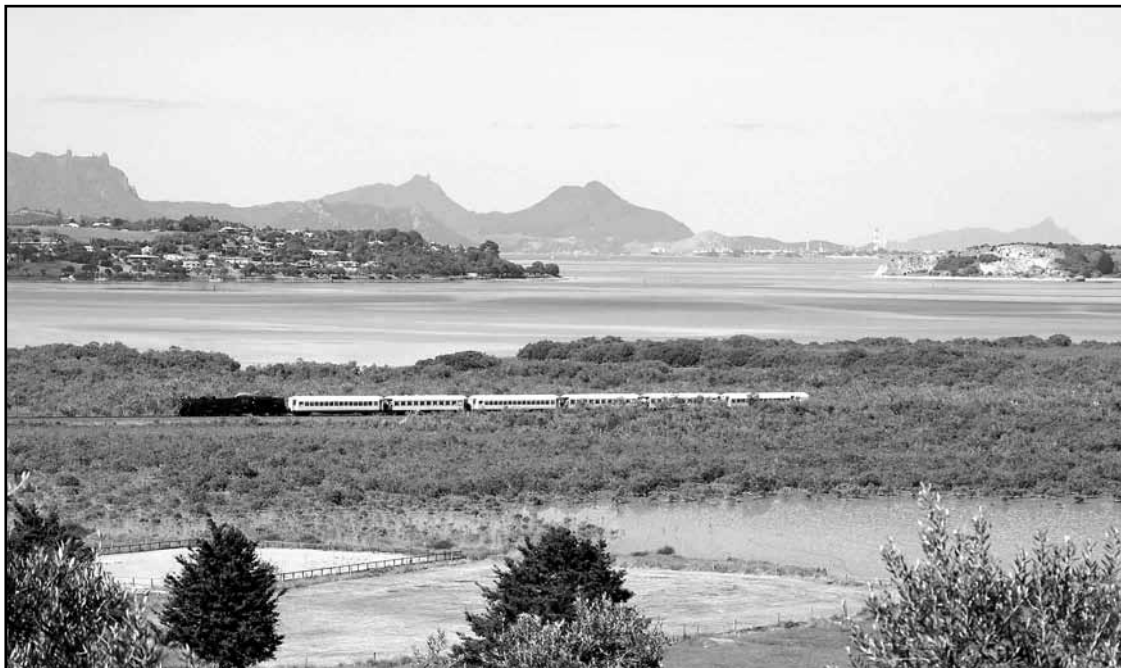
Little at the recent RMTU conference. It was good to hear one of his staffers has been in touch to confirm that it is on the agenda for Cabinet.

Also on the political front a few boxes have been ticked off. True to his word Winston Peters took the axe to the KiwiRail

Board and has appointed Greg Miller as new chair. Quite amusing to hear he wants an office in a glass tower on Stanley St, Auckland - finger on the pulse and trigger for any corporate slackers.

Scoping drilling has started on the designated Marsden Point rail spur. Our branch chair Alby Barr has another meeting this week with the business case consult-

here. This consultant chap wrote the East-West roading link business case and still believes it stacked up. Anyway they have been told if they make a mess of it we will go on the attack and rubbish the report, as I know our cobbler Wayne Brown the chair of the Upper North Island Transportation Working Group, will. He doesn't mince his words either. The real business case is our deep water port hasn't got a rail line to it and this 'wrong is to be righted'. The real



A steam special from 2017 shows why tourist trains are so popular in the far north.

ants to whom he has been providing future rail freight business contacts from the Union's backing vehicle, Grow Northland Rail.

Barr says: "I am very sceptical of this outfit given they keep contacting us appearing not to have a clue who they should be talking with from the business world up

deal is that NZFirst and Labour signed an agreement to build it as part of the deal to form a coalition government, full stop."

We wish all our members and families a great holiday break. Please stay safe on the roads especially over the silly Christmas season. 🌐

WAIKATO RAIL

IT has been a very interesting year for this branch with the managerial changes that have taken place. The jury is out as whether the changes will improve KiwiRail or the workplace culture. A positive move has been the increase in new trainee LEs which, when they are signed off, who improve the work life balance for our members.

As part of the regional restructure Kin-

branch.

As we all become more involved with the Just and Fair culture policy a lot of the heat has been taken out of the disciplinary processes which makes for far better outcomes. However some managers are very quick to try and label incidents and accidents as "reckless choices". I guess it is old habits kicking in!

leith is now under the Te Rapa branch, rather than under the Kaurau

The settlement of the KiwiRail/RMTU collective agreement this year has been well received by the branch, and especially the improvement in the decision making from the industrial councils.

The Networks members are pretty pleased that as a result of the collective agreement negotiations that the KNIC will conduct a pay progression review, look at manning levels and review the flexi worker clause.

The Toll Networks/RMTU collective

◀ agreement was settled this year and the Toll membership continues to grow in Hamilton due to the hard work put in by the delegates. We still struggle to resolve matters with Toll, as their managers will always

defer to Toll head office who then do as little as possible to not resolve issues, which just causes discontent in the workplace. For example, the members were told that the changed drug and alcohol procedure had

"been signed off by the union" which it was not. That caused more upheaval over an issue that should been worked through with the delegates and resolved, rather than the members being lied to. 🌐

BAY OF PLENTY RAIL

THERE was a well attended Just and Fair Culture training in Tauranga during the year and there has been an improvement in problem solving in the Bay since then, by delegates and management. Our members are now taking more interest in supporting their workmates during investigations and disciplinary issues than previously.

The Sulphur Point yard roster is still not resolved despite numerous meetings between management and the roster committee. The main issue is trying to strike a work/life balance in the roster.

More and more logs are moving through the Bay as log exports from the Port of Tauranga increase, which puts added pressure on all of our members. This is not helped by our low manning levels.

A major issue of late is protection in the Mount yard. With the number of contractors involved with log trains there have been a number of incidents over appropriate rules regarding protection. Protection training seems to be ad hoc and we have requested that there should be a common user protocol on training and the use of protection. KiwiRail have committed to do this with the contractors, which hopefully will improve the safety in the yard. 🌐

BAY OF PLENTY PORT

WE are in the third year of the C3/RMTU collective agreement, and our members are looking forward to solid improvements to the next year's agreement.

One of the problems with C3 is due to it being Australian owned which means the decision making process is slow, which re-

solve the agreement which we hope to have achieved before Christmas. ally pisses off the members. It seems common with these Australian companies as we have the same problem with Ixom!

The sooner we get back to Kiwi-owned companies the better.

The cranes allocation agreement is up next year, this will affect all our members who operate the shore side cranes.

We are currently in negotiations to

resolve the agreement which we hope to have achieved before Christmas.

The Port of Tauranga/RMTU consultation on fatigue in the workplace is picking up steam and we anticipate improved rosters and manning to help combat fatigue.

The POTL delegate have been working through a number of issues such as cameras in cranes, the quarantine agreement, moving of cranes and job descriptions for our members who work the cruise season. 🌐

TARANAKI RAIL

MERRY CHRISTMAS to all, it has been a long time between drinks with a blurb from the Taranaki. This scribe has been dragged out of the closet and asked to put pen to paper or finger on the keyboard.

We are in the silly season at the moment. The staff are flat out in their endeavours to keep the ship afloat. The Christmas season traditionally has been one where silly mistakes are made. Kids are finishing school for a few weeks and the weather is getting hotter, sleep can seem like a luxury. All this can lead to pressures which leads to mistakes. So keep it real people, your life, health and well-being far out ride the

on time arrival and departures of trains. Slow down and take your breaks.

Barrie O'Neil, stalwart of the Taranaki, has finally decided enough is enough and has retired after 51 years on the job. Barrie served all his time in signals and was an absolute wealth of knowledge. Many people turned up from around the country to help celebrate Barrie's retirement. The guy was certainly held in very high regard by his work mates. Barrie was last heard of heading to Melbourne and about to embark on a cruise. Have a great retirement mate you deserve it.



Sid with his trusty TR both icons of Eltbam for many years, now gone.

The locomotive servicing facility in New Plymouth has been a hive of activity with an upgrade of the fuel tank, guttering being replaced, new fuel lines installed and an up dated sump oil transfer system. This has

been an absolute turn around by management, as for years they wanted any chance to pull the whole facility out and have all servicing done by the boys in the big smoke in Palmerston North. Thanks to the guys who took up the fight to help convince the company to have a servicing facility in the Naki, you have indeed done well.

With a positive comes a negative. Eltham, a station that has been used for rail operations since 1881, has closed. The points have been bolted so what the future holds here in this location is up the air. Other locations to have their doors closed or points bolted in and have seen closure in the last ten years are Stratford as a depot, the Stratford-Okahakura Line, the Te Roti branch, and now Eltham. Kevin Lewis (Sid) the sole charge operator at Eltham has elected to take up the role as a rail operator in the Palmerston North yard. We wish



New Fuel tank waiting to be located.

Sid all the best down in the land of wind turbines. Mate your professional outlook coupled with your high standards will make you a valued asset.

Many thanks to Jason Fabish for the way he carried out his role as KIC delegate operations, a tough job with high expecta-

tions. Fab you did well mate, now time to kick back, relax and let someone else carry on your legacy.

In closing, just a quick note to Tony, Les and Ricky, sorry boys didn't manage to catch up for this issue but next time you get the scoop and top billing. 🇳🇿



An upgrade of the Locomotive servicing facility at New Plymouth.



Barrie O'Neil at his leaving function.

NAPIER RAIL

AT Napier rail we have got two new staff members, Denis Puia and Jason Fryer. Jason has just returned from Freight to work in the Napier north track gang.

Summer is on and here the heats are going off.

Signals have very busy doing capital work and level crossing upgrades.

North of Napier there has been a big

washout, about 30 metres long, north of Rau-panga which will delay the opening of the Warioa line for three or four months.

Rural earthmoving are in the process of fixing it now.

The structures team has been busy with BOL in Wellington and safety critical work on the Wairoa line bridges.

Now Napier Rail is gearing up to shift from Pandora to Ahuriri.

Once again our freight depot is the best in the country and we are enjoying our new facilities. However the Networks members will be moving in before Christmas provided the issue of where to base the track gangs are resolved.

One of the highlights of the year, apart from settling of the KiwiRail/RMTU collective agreement was the opening of the Napier to Wairoa line, which raised the members spirits no end.

Watch the fatigue and stay safe. 🇳🇿

NAPIER PORT

AS we head toward the season of festivity, we pass on our best wishes to all our sisters, brothers and whanau of the RMT Union. Stay safe and considerate if travelling – and at time of merriment and move into 2019 refreshed and prepared for whatever comes.

Napier Port on the market, the story continues:

The three options to sell the port and the one option to retain ownership solely by the Hawkes Bay Regional Council (HBRC) are now in the hands of the people of Hawkes Bay. We are now at the 'submissions' stage of the process with hearings beginning in early December.

To date, members have attended several meetings under the banner 'Napier Port is not for sale' - a slogan they shouted in unity at our branch AGM in August. There is plenty of discussion around the sale with a wide variety of opinion – like bums, everyone has one. The branch secretary was invited to speak on a local radio station pass-

ing on the message: 'Not for sale'. Media has also attended meetings and have posted the Union's point of view. To date, we have addressed Grey Power Hastings and Napier and HBRC sessions in Hastings, Napier, Havelock North, Flaxmere and Wairoa. We were unable to get to the Waipukarau meeting however, an ex member was present.

The public have been sent submission forms, or can go on line to provide their preferred option. There are four options the HBRC has put forward from an original nine.

Each rate payer to foot the cost additionally of around \$1000 spread over the next 10 years (this may have a social impact).

IPO (share offer) up to 49%, which would raise around \$180,000,000. Half of this (\$90m) for the HBRC to keep rates at bay and towards its environmental responsibilities and the other half to clear the port's debt, and provide the ability to borrow at an inflated share value for the \$140m required to build the new wharf.

Cornerstone investor, similar to the Port

of Tauranga's stake in Port of Timaru. This would have consequences for the HBRC around not having full control and would limit its cash grab off the back of the port.

A complete lease for 50 years, a huge pay cheque of around \$450m and a new wharf to boot. This initially was pennies from heaven for the HBRC, based around the Melbourne port leasing model for 100 years with a \$9.7billion pay out to the regional government.

It is purely through the Union's lobbying that option four has been bypassed by the HBRC.

The ramifications of this type of takeover were explained at length to the HBRC chair, who met with the local branch executive only on two occasions.

We were able to provide the devastating outcomes of what happens with the longer term leasing. The social implications in and outside of the port, H&S, employment, commercial competition plus a race to the bottom for workers and employers. We spoke about Melbourne's port and the difficulties experienced by unions there.

It was through these efforts we were

\$1,500 AD&D

All members of RMTU are now covered by a \$1,500 Accidental Death & Dismemberment Benefit, including \$500 spouse coverage and a further \$500 coverage on dependent children. This is an automatic membership benefit of belonging to the RMTU.

Members also have the option to increase their coverage an additional \$10,000 which costs just \$2 for the first year. Please reply on line at ailnz.co.nz/request to have an AIL representative deliver your certificate of coverage and explain the additional insurance coverage available. This is very important to you and your family.

Please note: To qualify for the \$10,000 of additional ADB coverage, an AIL representative must visit you, obtain an enrollment form and collect premium for the first year. You may renew annually thereafter for \$5.



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able to sway the majority of the HBRC via the chair to lead the councillors to prefer option two.

Interestingly, the former CEO of Melbourne Port, up until recently, was an NPC board member. He resigned as there was potentially a conflict of interest.

This particular board member is also a senior consultant with a company called Flagstaff, which, in essence, brokered the sale of Melbourne Port. On the front page of Flagstaff's website is the mantra: "There will never be a conflict of interest"!

Transparency? Me thinks conspiracy!

Which brings me to my last point.

Our local MP campaigned at the last election that Napier Port was not for sale. In light of that our Union supported him locally and the Labour party financially. It is testing that he has not responded to our call. We requested his old signage but he has been non-committal, not responding to e-mails even as a courtesy. It is a huge disappointment to the local branch.

The other group, throughout the course of this whole debate, that have avoided themselves from any of the on-site or public meetings, is the Napier Port Board.

They too have been central to the position we find ourselves in! Admittedly the new CEO is currently an acting board member as a consequence of the previously scribed resignation.

However, if the talk is about transparency and open communication the ball has been dropped, in my view, by the board who appear to be manipulating a port sale through the engagement of a Flagstaff consultant. What else are they conspiring?

All the best for the festive season to you and yours.

Tiaki e hoa. 🌐

HUTT WORKSHOPS

SEASON'S greetings from the Hutt. This year has been another busy one at the Workshops. We average something like the best part of 200,000 labour-hours of work per annum. Added to that are last minute projects that come with the timeframe of 'we wanted it yesterday!' We of course will be working right up until stumps on Friday December 21 when we'll have a modest and well-earned shut-down of two weeks.

The New Year will continue to be busy with the DL programme due to start in March and hopefully an EF programme to follow given the government's \$34m investment announcement. This was welcome as the NZ Labour Party (and their partners NZ First and the Greens) had made it a pre-election promise and the union movement was going to hold them to it. Indeed, at National Conference in October, guest speaker Andrew Little was left in

little doubt that the RMTU would launch a 'response' at the following NZLP Con-

ference if the promise wasn't honoured, given that the government had been in office for over a year. Incidentally, the RMTU was well represented at the Labour Party Conference in Dunedin.

The RSAS management restructurings continue with no less than three highly informative updates notified by GM Adam Williams at the close-off for these notes. It would be fair to say that we'll all be hitting the ground running in the New Year as we get to grips with who's who in the zoo depending upon the number of changes that result from the restructuring, which curiously appears to have a seriously strong focus on 'people leadership'. This of course, places great pressure on those in charge, both directly as part of their appointed positions, as well as those who hold the elected representative roles across the business unit. Locally we are seeing

this as part of a drive (in part) towards self-directing teams. Maybe it's the empowerment that has been long promised over the years!

Armistice Day was acknowledged with a loyal audience of staff at the laying of a wreath within our memorial garden. It will be interesting to observe both locally and internationally, whether there will be a shift of focus towards WWII commemorations now that the WWI armistice centenary has passed. This will not mean that we turn our backs on those who fell, but rather ensure a more inclusive acknowledgement of the horrors of any conflict where so many have made, and continue to make, the supreme sacrifice in the defence of freedom and democracy. Lest we forget.

The recent arrival of the Gen 2.3 DL locomotives has coincided with the accelerated demise and disposal of a great chunk of our DC locomotive fleet with a significant number of them being disembowelled and taken away by one of our scrap metal merchants. These have been



DC4029 in its final throes as it succumbs to the gas axes of Macauley Metals.

◀ faithful railway workhorses for something like 40+ years, especially given that they were DA rebuilds!

With the relaxing of the sinking lid policy, we've got back into growth mode with batches of apprentices and temporary staff being engaged, and a local recruiting initiative getting underway to attract trades' qualified people. Additional to that, one of the HPHE sub-committees has been looking at remuneration rates and progression criteria within Pay Scale 4 (mechanical) with a view to providing some comparable levels of remuneration given that the current rules of the game (ie: The Mechanical Training & Progression Agreement) has a qualifications-based focus which has been found to be somewhat of a handbrake to recruiting and retaining talent. Presentations and recommendations have been made to senior management so we hope to have some good news in the New Year.

We just received the initial results of the zero harm survey: A 58% response rate. That seems to indicate we've a way to go in lifting our game and pressing on with becoming NZ's leading H&S company. The statistics in some areas are very promising however, we are striving to attain something that can

be sustained and that of course takes much time and effort and constant upkeep. The Hutt experience proves this. Another zero harm initiative born out of the Mechanical Consultative Council was the introduction of the mandatory wearing of safety glasses and bump caps. It will be interesting to see how well this beds-in and what problems arise from this although there are rumours abounding that some manager's budgets are influencing the range of choices presented to the staff! If you are presented with less than 7-8 choices of style, you should see your HSAT team member and ask for assistance.

The drive to instil the HPHE culture continues. However, we've noticed that we are now a form of poster child for it and we continue to receive visitations from senior SOE managers and union representatives, and others, from all over the country! Of course we are eagerly awaiting to see how the new board members and CEO relate to the culture change and their perceived direction that we should follow.

2019 will bring more challenges, consolidation and growth so I hope everyone has a good break and a safe and merry Christmas. Cheerio for now. 🌐



Armistice Day wreath at Hutt Workshops.

NELSON PORT

THE final part of this year was marked by delegates attending an excellent Biennial Conference and meeting with delegates from around the country and the world. A positive experience and an excellent celebration of our successes over recent times. It is important to remember that we are part of something bigger and that we have the support and backing of over 4,000 members. Also, the connection to the ITF is massive. The knowledge that we are not the only ones fighting disreputable employers like Transdev but that the fight is co-ordinated worldwide through the ITF. It is great to know that this French, state owned, multinational faces a worldwide movement.

The theme of Fighting Fatigue was resonant with activity in many branches, as many of us have been working on fatigue risk management systems. Some excel-

lent discussions were had with some of our Australian brothers and some excellent information exchanged. For example, in Australia there is legislation around fatigue and hours of work that limits its effect, unlike our preference in NZ for "guidelines" which achieve little. The adoption of Karen Fletcher's draft policy on fatigue risk management, as a national policy, was a major step forward.

In Nelson we strive for the implementation of some rules around fatigue management, namely a mandatory 10 hour break between shifts and that people identified as being at risk of fatigue be given recuperation leave at no penalty. This, coupled with a non-punitive reporting system, seems critical to making the whole programme work.

The Port has seen a somewhat quieter second half of the year, with the removal of two shipping services and yet it doesn't seem all that quiet with more wine business and strong cargo volumes in logs.

We have got our H&S committee running although we still seem to be hamstrung by the how importance of worker participation is valued. It is clear in HSWA 2015 that this is an integral part of a H&S system. Remembering that this was a major change to the act after Pike River, a place where the workers voice was not heard. It has always been our wish that worker participation should be of value and quality, we feel that we can bring our experience and skill to bear in such a way as to enhance our workplaces and to protect our employer. This surely must be a win win situation. It's hard to believe it is so hard to get over the line.

A big thanks to John Kerr for coming up and providing a training session for our delegates and area reps. John does an excellent job in these sessions which are really inspiring and motivating. I know that all our people have got a lot out of it and this helps us all to remain motivated and on the same page.

It is worth mentioning that Port Nelson ▶

also provide a lot of support for what we do. They provide the training room for our use and often provide catering support. They also provided alternative venue for our last meeting of the year and transport to and from the venue. The good relationships we maintain with our employer is integral to improving our wages and conditions. Thank you to Martyn, Shelley, Matt and the team for supporting our efforts to make Port Nelson a great place to work.

This year, for the first time in a long time, we have managed to hold all our meetings, maintain our momentum and increase our membership.

We have supported several members through the disciplinary process and have negotiated strongly for better conditions for all. We have maintained regular meetings with management which have enabled us to bring issues to them as they occur. It is difficult to quantify the effects, but we have not been quiet and these issues have been heard.

We see Voyager coming into operation late this year. While it seems a long time ago this is as a direct result of our last round




Nelson Port Branch Execs visit members at Quay Connect Depot in Blenheim. (l to r) Nyge Rimmer, Tracey Widdon, Geoff Armstrong, Ann Wells-O'Donoghue and Allan Addison-Saipe.

of negotiations. While labour allocations have been an issue for over ten years, we have seen more changes in this last year than ever. Hopefully, as it rolls out, it will make life easier for both labour allocators and stevedores.

We have successfully negotiated a strike by another union without any adverse affects to our members. We have supported

other branches in their disputes and created excellent alliances. We have a strong collective that will only get stronger through UNION.

Finally, next year we renegotiate our collective agreement. We once again hope for a positive outcome that will continue to grow our wages and better our conditions. 

MARLBOROUGH PORT & RAIL

It has been a very busy time here in Picton. Interislander Terminal services manager Alistair Savage left us to further his health and safety career in Blenheim. Word on the street is he has become operations manager for some engineering firm where he may be able to use his health and safety diploma. Instead we have welcomed Bryan Hildyard into his new role leaving behind his position of turn around manager and going to the dark side. This was particularly welcomed by all the RMTU delegates as he already knew the collective and we didn't have to train a newbie - phew!. Bryan, who now sits in our head chair in Picton, brings a ton of knowledge. He has been here for as long as the plastic chairs in the Terminal and it has been a breath of fresh air to welcome someone that knows exactly how we all tick and all our quirks.

On the subject of staff members leaving we also had three retirees: Jeff Bowdler, Allan (Joe) Huntley and Lynne Bennett with

Hugh (Bill) Langdon going next month. To all of us here at Interislander Picton it is ex-

tremely sad as these four folk have been with us since the Terminal was built, more or less, and together they exceed well over 130 years' experience. Jeff, Joe



(l to r) Jeff Bowdler, Joe Huntley, Lynne Bennett, Grant Herbert, (chair Marlborough branch). (front row) Tania Haraki, (vice chair Marlborough branch).

and Lynne were farewelled on November 8 with very emotional speeches and stories of old together with a heartfelt haka from our local Queen Charlotte College all followed by morning tea.

With Xmas rapidly approaching and it being the Interislanders busy (albeit silly) season we are now introducing new summer staff. Bring on the bone breaking heavy luggage that our customers seem to have nowadays. However Bryan is finding it extremely difficult to find young ones that want to heave the huge bags that come across our luggage belts. I'm sure though that once we are all in the swing of things it will run like clockwork and our customers will get fabulous service from all our members here in Picton. Note to Wayne and Todd we'll have these new members signed up asap. LOL

Our joint health and safety committee is ticking along well with Sean Kroukamp

chairing good meetings and throwing in the odd barbecue.

CT site in Spring Creek, KiwiRail Freight Picton and Interislander have their reps brain storming to come up with solutions for all areas. Great effort.

Picton KiwiRail is gearing up for our Coastal Pacific special train leaving on November 23 prior to opening up to passengers on December 1 - first since the 2016 earthquake. On the agenda is a karakia from Te Atiawa and Ngati Kuia and a performance from students at Queen Charlotte College followed by a breakfast cooked by Dean Overend and his helpers Dale Cronin and Rod Thomas – many hands make light work. This train



Team shot of Jeff, Joe and Lynne's gang.

is for all the workers who helped to get the Main North Line open and VIP guests. There will be a special lunch function and speeches when the train reaches Kaikoura with about 180 guests leaving from Picton/ Blenheim then travelling back by bus from Kaikoura whilst the train continues on to Christchurch.

That's about all we have from Picton. Stay safe everyone and have a wonderful Xmas. 🇳🇿

WEST COAST RAIL

THINGS on the Coast have been a bit hectic (to say the least) in the aftermath of Paul Thomson's accident and NZTA's subsequent ban on hi-rail vehicle use, amended after a day to only apply to the use of hi-rail diggers and hi-rail hiab trucks which stayed in force for a couple of weeks.

A good thing to come out of this was the company set up a working group consisting of South Island wide leading hands and gangers and H&S representatives who spent three days reviewing, discussing and coming up with new task instructions for working with diggers and hiabs etc. A big thanks to John Bannerman and Brian McAlister for getting this organised - it was good for us at the coalface to get a say in setting up protocols for working round machines. Just as it should be.

Paul is doing remarkably well. At the time of writing it is only two months since his accident and he is being fitted with a prosthetic and itching to get back to work. He and Tania and family send all their thanks and aroha to everyone who helped and supported them through their ordeal.

Also a vote of thanks to Mike Williams,

our South Island rail representative on NMC and on KIC. Mike was a

champion of health and safety and was very active in at least one project very dear to the heart of our LEs – the introduction of CABA in the Otira Tunnel. Well done Mike and enjoy your retirement.

Thanks to National Office for all the hard work that went into great biennial conference. Our conference delegate Ron Nijssen thoroughly enjoyed himself and appreciated the opportunity to build relationships with the wider delegate and membership body. Ron brought back lots of information on what's going on and he said there was a lot of time spent on fatigue and where we are on this matter.

Changes to rostering cannot come fast enough for some of us that are working shifts that can only be described as diabolical. There has to be some change, like doing away with single RDOs on working until 6 30 in the morning on night shift going into a single day off! We also have a roster with Sunday off, then 0030 start on Monday then two more days off. Try and have a life around that.

As any member that has been around for a long time will testify rostering has

been on a downwards spiral for a number of years, and it is sad to be working these totally non-user friendly, fatigue inducing rosters. It never used to be this way and hopefully once the working parties get all the issues and changes agreed to, change will be rolled out across the network. The sooner the better we say - the boss might find some members might be interested in helping out a bit more when things go pear shaped.

The RMTU needs a pat on the back for conducting a good campaign around the electric locos. Thankfully the government has made the right call and they will stay and be overhauled to continue. This mode of transport is the future and its a good job we have the government we have now otherwise they would have consigned to the scrap heap. A good result.

Perhaps, once things settle and the North Island gets its 15 new DLs, they could send some horse power down here? The coal fleet DXCs are getting a hammering, with the old girls having traction motor flashovers and a number suffering cooling problems, and general old age related issues, but they are a good work horse and once they are overhauled again will continue to give good service. Come to think

of it, that describes some of our members!

As usual the weather is throwing all sorts of challenges at us as we go into our busiest season.

We had a good storm which stopped trains with a washout and other weather related issues, but as usual network services members were on the job quickly and worked hard to restore all affected services.

Some of the river systems recorded their biggest flows in 50 years so KiwiRail was lucky to escape without more damage, as a quick look up country confirms the water level did indeed get very high. We are used to this and we're nothing if not resourceful on the Coast.

We have another challenge now too – picking up the glove thrown down by Shane

Jones to get some money out of the Regional Development Fund to boost tourist trains over here.

Rumour is Kevin Gubb has volunteered to take politicians on safari in the Buller Gorge!

Hooroo from the coast and wishing you all a great Christmas and a rocking 2019. 🇳🇿

CANTERBURY RAIL

A big vote of thanks to Mike Williams, outgoing KIC and NMC South Island Rail representative, for all his hard work up to his medical retirement in October. A little bird tells this scribe that Mike is still active and will attend the last NMC of the year as well as our now traditional joint Canterbury Rail and Port branch

mass meeting in December. Mike has been a tireless advocate for health and safety, and has been involved in innumerable projects that our members are benefitting from. He has set a great example to whoever wins the election for the position he occupied on NMC. We are privileged as a union that we have such a high calibre field



Alex Carne and Brian Cosgrove at Middleton on Alex's second day on the job.

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running for office including two candidates from this branch. Thanks for all your work Mike – you've set a high standard to aspire to.

Over in Networks we started to think it was all quiet but up popped a manager who didn't appear to know who the RMTU is or that it helps if you consult with us if you what things to tick along. There were a few rumblings but to this boss's credit he flew down and met with the members and demonstrated that a little bit of time spent listening really can save heaps in the long run. We're impressed by the way, that this manager fronted up and despite a bad start he seems to have got things back on track (pun intended).

We've had a plethora of medical retirements to date – a sign of the ageing demographic of our workforce. It's good that delegates in mechanical and networks are involved in an HPHE project to identify and develop people to work in different roles on the railways. Welcome to new members in mechanical and also down at the CT site. You've joined a family. We can be pretty dysfunctional sometimes but all the best families are.

Over at Toll Malcolm Ross has been filling the shoes of Tony Dreaver who stood down as a delegate after giving sterling service to our union for many years.



Bobby Boulton and Lisa Stickley at Middleton mechanical on their 1st day on job.

Malcolm has been doing some excellent work on behalf of members and got to attend the Transport Workers Union New South Wales branch conference in Sydney. We're sure he will have learned heaps and will bring the benefits of his knowledge to bear in his delegate work.

Some of us attended a public meeting in October to launch the Christchurch branch of the Public Transport Users' Association's (PTUA) campaign for commuter rail in our city. Small beginnings but they have a very determined and active committee and there is definitely public support for what is being proposed.

The PTUA have been a very powerful force advocating for rail in Auckland and our members are keen that it becomes equally effective here.

As we approach our busiest time of year mother nature seems to throw her usual challenges in our direction. Heavy rain and high winds closed the Midland Line temporarily in November, and of course the track gangs are flat out dealing with the heats. Good to welcome the Coastal Pacific service back though and our Prime Minister on the grand opening run in late November.

Stay safe and season's greetings to all.



LYTTTELTON PORT

AT the time of writing one of our delegates has been suspended in the container terminal. He was representing another member who had been the subject of an investigation into his performance. We cannot go into detail at this time, but needless to say the RMTU will do everything in its power to fight for what is clearly an attack on one of our elected representatives. The RMTU is demanding the delegate's immediate reinstatement. This comes after months of disciplinary investigations by terminal management into all manner of things. In the last 12 months up to one third of our 90 members at the terminal have been subjected to an investigation of some kind or

another, with sanctions ranging from letters of expectation to two cases of termination. When you compare this to the other 120 plus members of this branch where only seven have been subjected to disciplinary investigations, one of which led to termination of employment, then we can clearly see that there is a problem in Lyttelton's container terminal. There appears to be no attempt to address the underlying systemic issues. Management insists on targeting individual workers in an attempt to enforce compliance to its vision through coercion and intimidation.

This campaign of persecution has had a negative effect on morale and now management are expressing concerns about reduced productivity. It's not hard to see why productivity is down. It's axiomatic that

if staff are unhappy they aren't productive.

We see the World Bank has published one of its periodic surveys and has concluded New Zealand is the easiest place in the world to do business. Given that our port is a regional monopoly through a happy accident of geography one would be forgiven for thinking running this place should be easy. The competence of a management team and board which has successfully alienated its staff so much, that productivity has declined to the point that at least one shipping line is considering going elsewhere, has to be questioned.

The way forward is to change the terms of engagement between union and management and to this end there has been a positive development. After months of behind-the-scenes talks at the highest level between LPC and RMTU, a High Perfor-

◀ mance High Engagement (HPHE) project has been agreed to be undertaken with LPC workshop staff. This fulfils one of the key terms of settlement which ended our recent industrial dispute. With the largely positive experience that RMTU has had with this process at KiwiRail, we are hopeful that this can lead to a long term and lasting change in the way the employer and union do business at Lyttelton – and most importantly, for our members, give them an effective framework for constructive engagement.

Continuing on a positive note, bargaining for the LPC City Depot CEA concluded in record time and the pragmatic and sensible approach of management there was a refreshing change to what we experienced during the negotiations for the main Port CEA that broke down into open dispute.

Bargaining continues for the logistics of-

ficers CEA where a lot of time and effort has been put into agreeing to a roster change acceptable to both parties. We are now at a similar juncture where we were late last year when negotiations broke down; it is simply a matter of LPC wanting to give sufficient value to our members for that change in the salary package. We can only hope that lessons have been learned and with any luck by the time you are reading this we will have concluded this round of bargaining.

Fatigue management remains the elephant in the room at LPC and despite the good work done by LPC health and safety staff and RMTU, and the excellent workshops run by experts Phillipa Gander and Drew Dawson, the draft Fatigue Management Standard has yet to be formally adopted. Aspects of the new approach to fatigue management are already starting,

but the automatic non-punitive reporting process is not yet in place and a systematic education process of all staff, both workers and managers, has yet to commence. We suspect the reticence of LPC to implement the standard is that they realise they are very exposed on the issue of fatigue and are unsure how to engage with the unions to discuss the necessary changes to work practices and rosters enshrined in the CEAs. There may well be a case for another HPHE project here.

On a final note, this is a busy time of year for our members and many will be required to work over the so-called holiday period. For those of you lucky to have time off, make the most of it and come back rejuvenated in the New Year. For those of you who have to work, take care of each other and stay safe. 🇳🇿

TIMARU RAIL

It is with sadness that we say goodbye to a couple of our branch members: many thanks to operations team leader Ian Rutherford and Networks signalman Liam Gorman for their membership of the RMTU and years of work on the railway. We wish both gentlemen the very best in the future.

We are happy that the government has decided to rebuild the electric locomotives from the North Island. This will give our brothers and sisters in our workshops major work for the foreseeable future – a decision that would not have been taken by the previous government. Well done the RMTU on a successful campaign.

Closer to home, more work is being done in our yard. Our gangers are doing a great job in replacing and repairing tracks and so forth. Terminal staff are grateful for your efforts guys. Our shunt locos are often breaking down and at one stage we had three DSCs in the depot with only one operating properly. The Christchurch maintenance crew do an amazing job keeping them operating. Many thanks to the mechanical team.

Talks are continuing with Primeport over track conditions to the port with joints and track often covered by water and joints in poor condition – we are hopeful that by the next edition of the Transport Worker

matters will have improved.

In the last Transport Worker comments regarding Toll and previous contracts regarding the housing of our shunting operations' staff upset some of our Toll members. Our branch chair

We read of weather events closing lines elsewhere in the country. Here in Timaru we are basking in sunshine – take note all you Auckland LEs sick of working for Transdev. Down here one of our challenges is to be mindful of sun and heat in relation to protecting skin and staying hydrated. It's tough



About to retire, long serving member Ian Rutherford shared a joke with South Island organiser John Kerr.

fronted up and apologised. Thank you to the members who made their feeling heard and thanks to Doug for talking the issue through.

Doug attended National Conference and came back with some excellent information, particularly on fatigue. It's good to see the RMTU is organising around this.

work but someone has to do it.

Things are slowly ramping up for the summer season with tonnage building up and holidays and Christmas on the horizon. Christmas rosters are in the planning and the call is out for leave applications.

All the best for a great festive season and a great 2019. 🇳🇿

TIMARU PORT

FIRST, a big thank you to the wider union, our international guests, national office staff and all who attended the RMTU Biennial Conference. Our delegates Naylor Young and Jana Philpott ably represented Timaru; Jana was a first time attendee and says she got a great deal out of the experience, particularly hearing from the international guests. Naylor is a Conference veteran and took a day of disrupted travel in his stride before being on a panel discussion during the ports' workshop half an hour after arriving.

Our branch has been doing a lot of work

on fatigue with Quality Marshalling and are going to broaden this to include the Prime Port members in December as our national health and safety organiser Karen Fletcher is visiting to do some training on fatigue management. The theme of Conference was therefore of particular relevance to us and it's good to know the whole of our Union is united in fighting fatigue.

Our port is getting busier as we approach peak import/export season and so we are all keen to ensure that we put into practice what we've learned about fatigue to stay safe. Remember – don't take shortcuts or try to offset short staffing by working

faster if it risks being unsafe. We know that's one of the ways people end up getting hurt.

We now have an RMTU policy in QM that if we self-report fatigue there will be no immediate negative consequence. This isn't a licence to be irresponsible – questions will still be asked of the manager responsible for hours of work and of the worker responsible for his or her wellbeing - but it's a very positive step. Well done to our negotiating team and to QM for taking the initiative. If we can do it in Timaru, surely it can be done in other ports?

Best wishes to all for Christmas and the New Year and stay safe and fight fatigue!



OTAGO RAIL

A big thank you from Otago Rail branch to Mike Williams, our outgoing NMC South Island Rail and KIC (LE) rep. Mike's efforts and determination as an advocate have secured good results for many members and improvements to our workplace, especially relating to health and safety. Enjoy a well-deserved retirement Mike, you have set the scene for more improvements to come.

Another retirement sees long time member Bruce Weir, Balclutha RCO, finish on Nov 3. Bruce has been with KiwiRail and its predecessors for 45 years and worked all around the south, including as a guard in Oamaru, on the stone trains out of Dunback, and stints in Edendale and Ashburton. Congratulations on a long and varied career Bruce, and warm wishes for a happy retirement and not having to work in the wee small hours.

We recently had an issue with outsourcing of work trains out of Dunedin, where KiwiRail failed to consult with RMTU as is required in our MECA. After being raised with management by our general secretary and the branch, the work was halted until all related issues were consulted on and addressed. The programme of work is now being carried out by RMTU members. The branch was clear throughout that there be no animosity between different sectors of the branch, and also it was in members' interests that the work be completed. One

positive to come from the consultation has been highlighting the lack of cover in the

KiwiRail LE roster and the dire shortage of locomotives in the south. The restructured management team is now very supportive and recognises the urgency of increasing the roster numbers. So, if you're an LE working for Transdev in Auckland or Wellington why aren't you thinking about coming to live and work in our lovely city?

Our mechanical members have been hard at work. Wagon work at Hillside and in the Dunedin depot continues at a steady pace with some good gains into the back log of bad orders on the South Island RSAS fleet of CFTs and heavies.

Coal wagons have once again come into focus with the final stages of the crack repair project planning being completed. So far a new maintenance platform has been completed, welding procedures have been updated to the standard and training of welders is under way. The updating of the repair and maintenance procedures are almost complete so we should be underway soon.

Hillside is busy with loco work, the DC team has completed the last of the cab vibration checks plus repair and upgrade until after the peak season is over so the remaining DCs can be released to follow the same process.

Mainline loco work continues as and when required and can be released from service due to tight constraints with the new

train plan. All in all we have plenty of work.

As far as facilities go, a good refurbishment project has been completed with the toilets and washroom receiving a well-deserved upgrade, along with offices and visitor kiosks receiving the same treatment.

Our traverser, a key piece of equipment was given a new lease of life with the old overhead wiring power supply being replaced by a new diesel generator with an electronic drive system. This, together with the refurbishment of the old mechanical drive system, shafts and bearings and lastly a coat of paint, will see this serving Hillside well into the future. And thanks to the decision to fund the refurbishment of the EF fleet by the current government we expect that we'll be picking up a fair bit of work that would otherwise have been done at the Hutt Shops. Maybe Labour will honour its election pledge to fully re-open Hillside?

We know that the use of bump hats and safety glasses has generated some debate across the country. It was reviewed by the Dunedin and Hillside RSAS teams as we have used the bump hats for quite some time along with the safety glasses so there was little problem with the policy here. As a further benefit we have adopted the use of climbing helmets for use with 100 tonne crane driving and Dogman duties.

Network services have been busy as always. A big thank you to our branch chair Murray George, who has been a source of good advice and support for many of our members these past few months. Murray gives selflessly of his time and is a source

of calm and reasoned wisdom when people are under pressure. Thanks brother, it's greatly appreciated.

Well done to Gareth Bachop who is stepping up and taking an active role as a delegate. Now we'll see if KiwiRail do what they seem to do with some of our best delegates and promote either of these lads.

Over at Dunedin Railways Julian Evans, Andy Howie and Mel Ryall have assumed the mantle of leadership from the indefatigable Lyall Kelpie. Big shoes to fill but going by the great work they've all done to date our members are very lucky.

Finally, it was great to see our delegates getting politically active with Mel, Rebecca

and Pat Tutty attending the Labour Party Conference and our branch secretary having dinner with the Cuban ambassador all on the same weekend.

The RMTU is indeed a broad church.

Wishing us a collective bargaining positive 2019. 🌐

SOUTHLAND RAIL

WE would like to first of all acknowledge the recent medically retired Mike Williams, South Island KIC and NMC rep. Mike's influence has been really appreciated and will be missed.

Mike was instrumental in the DC remediation project and was a voice of reason amongst a cacophony of voices, which at times were very loud and robust from both sides of the divide. Because of his efforts

the DC fleet were all inspected, repaired, de-rattled and given a certificate of compliance to certify their safety and performance.

These improvements ensured that if any LE was involved in a heavy collision, it would have been survivable; such was the condition of some of the fleet this would not have been the case before.

We all appreciate the recent \$1.63/hr wage rise that we currently enjoy which was inspired by the negotiation team that Mike was a part of. Thanks for that team.

We'll leave it to his Christchurch brothers and sisters to detail the many other projects he was involved with: including the CABA gas equipment in the Otira tunnel; the reinstatement of the MNL after the Kaikoura earthquake; the ROM review; fatigue management; and Whole Body Vibration. Quite a legacy, which many of us will enjoy the benefits of for many years to come. Enjoy the retirement Mike, it's well earned.

We welcome Stacy Chandler to the deep south – an LE from Auckland. KiwiRail is short of LEs in Southland and Otago but we warn those of you thinking of leaving Transdev or KiwiRail in the big city that Stacy says this was the worst move he's ever made: the weather's appalling, the house prices are terrible, the traffic congestion insufferable, the various public sports amenities including the sports stadium and velodrome, are so exclusive that no one can access them, and as for the locals. . . Poor Stacey.

We have two new rail operators joining the yard-based team: Wiremu Thomson Jackson and Raera Tuau Templeton. Welcome aboard and we hope you have a long and successful career in rail and are part of the RMTU family for many years to come. Also Mike Ladbrook has joined the CT site following the resignation of 'Goober' who has assumed a bright future and career in Queenstown. Welcome to you Mike!

The LEs are enjoying the benefits of a revised master train plan. It's been a long time now that they have been quiet and not complaining! Must be a good roster.

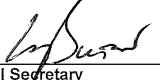
Again we have witnessed another incident in which, had the 10 second rule been observed, we would not have staff under investigation. We're doing our best for our members but it's a reminder that we all need to keep safe and focused as we enter this very busy time of year.

Wishing our brothers and sisters throughout New Zealand a great Christmas and New Year! 🌐

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	83,935
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

5 September 18
Date

05/09/2018
Date



Mongolian magic

It was an honour and a pleasure to have had the opportunity to attend the International Centre of Labour Solidarity (ICLS) conference in Mongolia.

Although my Wellington counterpart, Campbell Leggett, and I flew out separately, we were on the same flight from Beijing to Mongolia and finally met up in Mongolia.

Our first day started with an excursion, where we saw lots of barren land, yurts (Mongolian round tents), wondrous sights of the statue of Chinggis Khan (aka Genghis Khan), beautiful eagles, traditional Mongolian wrestling, a horse race, a traditional dance, privileged to hear their national anthem and supplied with fermented yak milk and some mouth watering foods. We even managed to get in a great hill walk to a beautiful monastery, then back to the yurt farm for dinner and Mongolian vodka. It was a great day.

The conference was opened by a beautiful song from a local school and then the usual welcome speeches. I was very thankful for free WIFI and Google translate – a god-send in breaking down the language barrier.

Out of 11 countries attending the conference, I found we had many things in common. We all want fairness from our employers, equality, and safe work places. This is why we've come together to exchange knowledge and to protect workers' rights.

Like most countries people are being replaced by machines. Japan, Korea and Taiwan were the main countries which spoke on this subject but a majority of all members of ICLS have experienced how their workplaces

have changed due to automation. Two hundred people in Mongolia will lose their jobs due to automation and people in Taiwan are being let go because there's no work for them. One of the biggest questions today is: What is the solution to our jobs being replaced by machines? Although we spoke in-depth on this subject, most countries related to automation but solutions never came.

The wage gap and fair pay between the sexes is quite a major issue in some countries. The minimum wage in the Philippines is \$5 per day for women and \$10 per day for men doing the same job.

That's a 50% difference. In Mongolia women get 18.6% less than men. The wage gap isn't just about the difference between men and women but it's also about how much we're getting paid. In Thailand most people only get paid \$US1.25 a day. Rich people in Thailand pay 20% taxes per year while big companies only pay 1.8% in taxes.

I must say we could learn so much from Mongolian women in the work place. Mongolia sees women as equals because in a male dominated work force there are 50% men and women. Now wouldn't that look



remarkable in our country? Women can take up to three years in maternity leave, although they will only get paid for one year but their job will still be there for them when they choose to return.

In Indonesia males dominate the workforce with women comprising only 2.6%, men are 97.4% while 44% are under 30.

Overall the conference was an eye opener. Many things were learnt and experienced. Companies are more about profit rather than people's safety, Campbell stepped into Wayne's shoes comfortably and a wonderful time was had by us both.

I left once the conference was over and Campbell stayed to the life as a nomad in Mongolia for another week.

Thank you.

Pare-Ana Bysterveld. 🌐



Pare-Ana Bysterveld and Campbell Leggett (RMTU) and Shane Kummerfield and Imogen Odii (RTBU)