



7 November 2008

2008 – 2010 KiwiRail and Rail & Maritime Union Wage Collective Agreement Negotiation

DRAFT MEMORANDUM OF UNDERSTANDING

The following arrangements agreed between the parties as part of the above negotiations are as follows: -

KiwiRail Industrial Council

The KiwiRail Industrial Council will be retained, excluding Toll TranzLink.

Book-On and Book-Off Arrangements

KiwiRail remains committed to the introduction of new rostering technology that may include electronic book-on and book-off arrangements.

The parties agree to work together, through the KiwiRail Industrial Council to ensure a successful transition as the technology evolves.

Conversion of 2nd Man Locomotive Running Positions to Rail Operator

Where KiwiRail identifies opportunities to free up locomotive engineer resources, on services currently manned by two Locomotive Engineers, through natural attrition (i.e. retirement, resignation, transfer or promotion) or the gaining of new work, the RMTU will work co-operatively to facilitate the transition of manning to a single Locomotive Engineer and a 2nd person qualified Rail Operator.

The implementation process will be facilitated through the KiwiRail Industrial Council.



Introduction of part-time Locomotive Running Positions – Tranz Metro Wellington

RMTU will support and commits to act reasonably and in good faith on any proposal for the introduction of part-time locomotive running positions within the Tranz Metro Wellington business area.

The parties are concerned about the increasing age demographics within Locomotive Running in Tranz Metro Wellington, coupled with staff shortages and skill retention, and are looking for ways of retaining skilled staff who may wish to reduce their current hours of work.

Any implementation process will be facilitated through the KiwiRail Industrial Council in conjunction with local representation.

Conversion of further Terminal Shunt Operations to Remote Control

Where KiwiRail identifies opportunities to free up locomotive engineer resources currently manning terminal shunts, through natural attrition (i.e. retirement, resignation, transfer or promotion) or the gaining of new work, the RMTU will work co-operatively to facilitate the transition of this work to remote control operation.

This agreement is restricted to terminal shunting services utilising shunting class locomotives only.

The implementation process will be facilitated through the KiwiRail Industrial Council.

Union Leave

The provisions of the 19 January 2004 letter from the company to the RMTU re Paid Leave of employees for Union purpose is renewed. Paid leave provision is varied so that wage bargaining and the ratification report-back meetings are exempted from being a debit to the Paid Leave component.

Progression Policy for Passenger Mechanical Engineers

During the term of the Collective Agreement the parties will establish site based project teams for Rail Passenger to review the individual site requirements for training and progression for apprentice training, training standards, methods of training and progression structures for mechanical engineers.



Progression Policy for Auckland Metro Maintenance Mechanical Engineers

During the term of the Collective Agreement the parties will establish a site based project team for Auckland Metro Maintenance to review the site requirements for training and progression for apprentice training, training standards, methods of training and progression structures for mechanical engineers.

The Progression Policy will also cover the agreed progression criteria for Servicepersons.

Indemnity

The parties agree to set up a working party to discuss a list of possible 3rd party representatives, bearing in mind that the selection of a particular representative will depend on availability and appropriateness in any one case, and to also discuss ways to efficiently manage costs.

Leave Management

The parties acknowledge that annual leave is provided to enable employees to take breaks from work of reasonable periods to refresh themselves. This is an important principle for employee health and safety and for maintaining work life balance.

The parties have agreed to include into the collective agreement a provision that employees will take at least 50% of their annual leave in blocks of 1 and/or 2 weeks. The parties also agree to work together in partnership to ensure that leave is managed to the principles that all leave due is taken during the leave year it falls due and is as far as practicable taken in blocks of 1 and/or 2 weeks. During the term of the collective agreement the parties will review and may take action to ensure these principles are achieved.

The following working parties are to be established:

- Termination for Incapacity
- Skill Based Pay and Progression – Metro Train Managers Wairarapa
- Competency Criteria and Pay Progression – Tranz Scenic Train Attendants/Managers
- Progression Scale for Interislander Gangway Operators, Rail Marshalls, Car Marshalls and Scale 1 Employees
- Mechanical Engineers Recruitment and Retention in conjunction with United Group



- Container Terminal staff roles and accountabilities in the management of refrigerated cargo

The terms of reference for these working parties will be attached as Appendices.

The parties accept that the successful application of the above initiatives is a negotiated and important component of the 2008-2010 Collective Agreement settlement.

Craig Nelson
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