



RMTU, Transdev Wellington Ltd and Hyundai Rotem Company Ltd Multi Employer Collective Employment Agreement 2022/2024

Introduction

The 2019-2022 Multi Employer Collective Agreement (MECA) expired 2 July 2022. The Union initiated bargaining in accordance with the Employment Relations Act (ERA) legislated timeframe on 6 May 2022. Your RMTU bargaining team has at various times comprised Wayne Butson and Todd Valster (advocates), Tangiwai Haney, James McKenzie, Mike Nicholson, Harvey Paterson, Mark Wolstenholme, Graeme Whittle, Kevin Askwith, Mark Pickering, Richard Pearce, Sonny Strickland, Harold Burns, Tony King and David Wolstenholme.

The Proposed Settlement

The parties have been bargaining face to face on five occasions under the provisions of an agreed Bargaining Process Agreement (BPA). At the last bargaining session, the employer stated that they cannot afford any proposals that are more costly than the current settlement proposal. The following Terms of Settlement (TOS) have been provided by the employers and signed by the parties.

Term: Amend Clause 1 to provide for a two-year term (to give greater certainty to both parties) commencing 3 July 2022 and expiring 2 July 2024.

Pay Rates:

Designations	As at 04/09/22	As at 03/07/23
Technical Operation Trainer	5.5%	5.0%
Train Manager	7.2%	7.2%
Passenger Operator*	5.5%	5.0%
Retail	5.5%	5.0%
Service Co-Ordinator	5.5%	5.0%
Customer Communications Officer	5.5%	5.0%
Customer Services Officer	5.5%	5.0%
Train Crew Co-Ordinator	5.5%	5.0%
Yard Supervisor	13.0%	11.5%
Remote Control Operator	6.0%	5.0%

Train Examiner Operations	7.2%	7.0%
Administrator	5.5%	5.0%
Operations Specialist	5.5%	5.0%
Operations Planner	5.5%	5.0%
Locomotive Engineers	6.0%	5.0%
Service Delivery Duty Manager	5.5%	5.0%
On Board Team Leader	5.5%	5.0%
Sales Team Leader	5.5%	5.0%
Outstation Team Leader	5.5%	5.0%

*or living wage, whichever is higher

Increase to printed pay rates and allowances for all HRC RMTU members employed under the MECA as at the date of ratification as follows:

- a. 5.9% year one backdated to 4th September 2022
- b. 5.5% year two effective from 3rd July 2023

The calculation method of back pay will be the agreed percentage increase applied to total gross earnings between the 4th September 2022 and the date on which the pay rate increase is made in the payroll system and paid.

Backdating from 4th September 2022 of all pay rate increases, with the proviso that backdating is subject to employees being in their employment at the date of ratification of the new collective agreement.

Living Wage Employer: TDW/HRC commit to paying at least the NZ living wage rate for all employees (pro-rated as necessary to reflect part time hours) and will add this to clause 3 as an additional bullet point.

Consultation: Clause 13.4 seeking to provide a more structured approach to meetings, so for the purpose of discussing all relevant important employment related matters and issues of concern, proposing we move to one monthly full day meeting for this purpose. Small working groups will still be utilised to progress projects etc. This will be captured in the terms of settlement rather than in the CEA.

Recognised Holiday: add in clause 25.1 new Public Holiday, Matariki, before the Labour Day bullet point.

Sick Leave: amend clause 26.11 from 6.5 days to 10 days per year.

Sick Leave Entitlement Deduction: adding the following sentence at the end of the current clause 26.15 "For appointments, a minimum of 72 hours' notice where possible will be given by employees to facilitate roster adjustments. Confirmation of appointments may be requested".

Electrical Inspectors Allowance: Rename clause 33.11 to "WOF Inspection Allowance" and amend clause to read "Any registered electrician employee will be paid an additional allowance per hour whilst performing WOF inspections".

Other Allowances: amend the second to last line of the table in clause 33.12 to "Traction Motor Work and Axle Earth Brushes".

Charge Operator Allowance: Add to clause 33.12, a new line providing for a Charge Operator allowance of \$4.44 (gross) per hour when staff are required by their manager/supervisor to undertake Chageman duties.

Job Sizing and Market Study Analysis: TDW/HRC agree to undertake a review of the rate and progression of Transdev Technical Operations Trainers, On Board Team Leaders, Pay Scale 5 Engineers and Pay Scale 6 Operations Planners during the term of the collective agreement. Undertaking the review does not mean that provisions relating to rates or progression will change. This will be captured in the terms of settlement rather than in the CEA.

Pay Scales: Any pay rates for employees who are employed at the date the new collective agreement is ratified, that remain below the living wage after applying wage rate increases, will be increased to the living wage (gross). This will be captured in the terms of settlement rather than in the CEA.

Pay Scale 1

Adding "Roving Response Engineers" and "Wheel Lathe Operators" into the list of employees covered by pay scale 1 in clause 37 as per below:

Designation	Pay Code	MECA Rate As at 03/07/21
Roving Response Engineer Level 5	xxxxx	39.59
Roving Response Engineer Level 4	xxxxx	34.06
Wheel Lathe Operator Level 5	xxxxx	36.56
Wheel Lathe Operator Level 4	xxxxx	31.03
Team Leader Level 4 - Trades	44384	42.69
Team Leader Level 3 - Trades	44383	38.31
Team Leader Level 2 - Trades	44382	35.48
Team Leader Level 1 - Trades	44380	32.01
Level 6	42450	39.22
Level 5	42440	36.56
Level 4	42430	31.03
Level 3	42420	28.04
Level 2	42410	26.15
Level 1	42400	23.96
Entry	42390	20.17

Designation	Pay Code	MECA Rate As at 03/07/21
Apprentices		
Over 251 Credits	43060	28.06
201-250 Credits	43050	26.63
151-200 Credits	43040	24.24
101-150 Credits	43030	22.02
51-100 Credits	43020	18.88
0-50 Credits	43010	17.00

Pay Scale 2:

Amend the list of employees paid under pay scale 2 in clause 37 to remove Train Operator as no longer applicable.

Pay Scale 4: Changing progression criteria and adding in Inventory Coordinator roles as per below:

Designation	Pay Code	MECA Rate As at 03/07/21
Senior Team Leader Stores	42382	35.47
Team Leader Stores	42380	32.01
Progression: Progression based on service completion every 24 months.		
Designation	Pay Code	MECA Rate As at 03/07/21
Senior Storeperson	46190	26.16
Storeperson	44090	24.22
Entry Storeperson (Commencement)	44080	22.59
Progression: Progression based on service completion every 24 months.		
Designation	Pay Code	MECA Rate As at 03/07/21
Senior Inventory Co-ordinator	xxxxx	36.26
Inventory Co-ordinator	xxxxx	34.32
Entry Inventory Co-ordinator (Commencement)	49008	32.69
Progression: Progression based on service completion every 24 months.		

Pay Scale 5:

In the current MECA, the highest claimable rate from the 'Trade Certification' table is the \$4.39 for having an NZDE Final certificate. By adding the \$4.39 to the Engineer levels, this ensures nobody will be out of pocket from the proposal to delete the Trade Certification schedule.

Amend Engineering Designation descriptions in pay scale 5 in clause 37 as shown in table below to the following:

Entry Engineer – amend from "NZQA level 5 or below" to "NZQA level 6"

Engineer - Level 2 – amend to add "NZQA Level 7"

Engineer - Level 3 – amend to add "NZQA Level 8"

Progression – amend clause as shown in table below to read "Commencement rate depending on Qualifications will be up to Level 3. Progression based on service completion every 24 months or on gaining relevant NZQA level qualification"

Designation	Pay Code	MECA Rate As at 03/07/21
Senior Engineer	44300	50.51
Engineer – Level 6	44290	49.05
Engineer – Level 5	44280	47.63
Engineer – Level 4	44270	46.27
Engineer – Level 3 - NZQA Level 8	44260	44.98
Engineer – Level 2 - NZQA Level 7	44250	43.69
Entry Engineer - NZQA Level 6	44240	40.59
Progression: Commencement Rate depending on Qualifications will be up to Level 3. Progression based on service completion every 24 months or on gaining relevant Level of NZQA qualification		

New Pay Scale

Add a new pay scale (pay scale 8) into clause 37 for HRC Maintenance Planning and Administration with the following pay scale progression levels:

Designation	Pay Code	MECA Rate As at 03/07/21
Maintenance Planning Level 5	#####	39.24
Maintenance Planning Level 4	#####	38.10
Maintenance Planning Level 3	#####	36.87
Maintenance Planning Level 2	#####	35.78
Maintenance Planning Level 1	#####	34.64
Maintenance Planning Commencement	#####	33.56
Progression: Progression based on service completion every 24 months.		
Designation	Pay Code	MECA Rate As at 03/07/21
Maintenance Data Administrator Level 4	#####	30.49
Maintenance Data Administrator Level 3	#####	29.50
Maintenance Data Administrator Level 2	#####	28.62
Maintenance Data Administrator Level 1	#####	24.74
Maintenance Data Administrator Commencement	#####	26.84
Progression: Progression based on service completion every 24 months.		

Report Back Meetings – due to the tight timeframes and the Christmas / New Year break, we are unable to hold report back meetings this time.

SUMMARY

Your negotiating team recommends this proposed settlement is the best offer that can be negotiated and recommends that the membership accept it.

RATIFICATION

The MECA is subject to ratification by all of the Union's members who will fall within its coverage and who are employed by Transdev Wellington and Hyundai Rotem Company Limited. The proposed settlement shall be rejected if more than 33% of the members reject the settlement by the due date, namely 1700hrs Friday 20th January 2023

The ballot paper is enclosed with this settlement update.

- If you wish to reject the settlement then you need to mark the box "x", add any comments and return the ballot paper in the supplied envelope to the union national office, either by hand, or by placing in a post box so that it is received in the Union National Office by no later than 1700hrs Friday 20th January 2023
Late papers will not be counted.
- If you wish to accept the settlement you need to destroy the ballot paper.

The proposed MECA 2022 – 2024 and signed Terms of Settlement have been uploaded to the RMTU Website under the Bargaining tab on the left of the home page – www.rmtunion.org.nz

