

THE ACTIVIST



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HAPPY NEW YEAR TO YOU AND YOURS!

Welcome to the first issue of our Activist Newsletter for 2023.

It is only February but already 2023 has been a busy one and there will be no let up.

Many of our Collectives Agreement were negotiated for shorter terms than normal last year, due to all the uncertain times, and these will need to be renewed this year.

CALL FOR NOMINATIONS – GENERAL SECRETARY

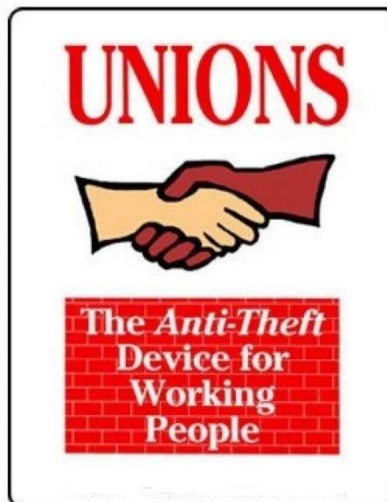
The Former Gen Sec, Wayne Butson, retired in September 2022 and the RMTU National Management Committee appointed Todd Valster as the Acting General Secretary until the election this year. The call for nominations went out on Friday 10th February, this will be open for 3 weeks.

Here is a copy of the National Office Memo from the National Returning Officer –

In accordance with Rule 24 of the Rules & Standing Orders of the Rail & Maritime Transport Union nominations are

hereby called for the full time position of General Secretary.

Nomination Forms are available from the RMTU National Office by calling on 04-499-2066, fax 04-471-0896 or admin@rmtunion.org.nz or on the union website www.rmtunion.org.nz under the "Hot Topics" tab.



Nominations shall be in writing and contain the signed consent of the candidate, and be proposed and seconded by current financial members (Rule 1) of the Union.

Nominations must be received by the National Returning Officer at the National Office of the Rail & Maritime Transport Union, PO Box 1103 Wellington 6140 no later than 1700 hrs on Friday 03 March 2023.

The term of office is 4 years (Rule 24.1) and the duties

are as contained in Rule 29 of the Union's Rules and Standing Orders.

For the information of members, it is advised that the acting incumbent will be seeking election.

RMTU STAFF CHANGES

Our Receptionist / Admin Assistant resigned prior to Christmas, her last day was Friday 3rd February. We thank Alejandra and wish her all the best in her new role.

We are currently recruiting for her replacement.

This is for the information and guidance of RMTU members only!

Dave Kearns, the new Southern Regional Organiser has decided to return to KiwiRail. It has been a tough time for Dave being a new Organiser and own his own in the South Island.

We are currently recruiting for Dave's replacement and this time we will employ an experienced Organiser to replace Dave.

It is 12 months since we advertised both the

Receptionist / Admin Assistant and the Southern Regional Organiser roles and in 2022 there were few applicants due to people not wishing to change jobs during uncertain times.

This year is different and we are seeing many more applicants for both roles.

Wayne Butson has offered to help and cover the Organiser role until we have a replacement and to induct the new Organiser, of course, we accepted Wayne's offer to help.

EXCESSIVE HOURS ROSTERED AT KIWIRAIL

Staff shortages at some depots is resulting in members being rostered to the extremes under the MECA. A recent example was a Mainline Rail Operator being booked 4 x 14 hour days, 1 x 12 hour, 2 x 10 hour and the rest 8 hours. It appears that staff are being incentivised to do these long hours by rostering tack ons as Extra Work Periods. We believe mainline Rail Operators should be rostered a maximum of 12 hours.

This mini roster was sent to senior management on the Fatigue Safety Action Group.

Like many operational roles, the Mainline Rail Operator is a safety critical



role and working excessive hours may cause impairment.

While we expect KiwiRail to not roster excessive hours, every worker has the right and the responsibility to refuse unsafe work. The union will back every member that refuses unsafe hours.

SNAPPER AT TRANSDEV WELLINGTON

Commuter Rail in Wellington has changed to electronic ticketing, seeing a huge restructure in the retail sales area. While no staff we forced to leave many chose to take voluntary redundancy rather than become a CEO. No Transdev don't want another 15 staff to run the company they would be Customer Experience Officers, many though this to be' arather wooly role, Transdev is | few took up the new role. The upshot is that paper ticket sales on trains have sky rocketed and no doubt there will be a reduction in revenue collection

PORT MARLBOROUGH SEES RED

Grant Herbert (Herb) a twenty-year veteran of the RMTU and branch chair RED carded the lines operation at Port Marlborough at the end of

January. The issue was with changes to lines plans being implemented without consultation, causing high and imminent risk. Herb informed CE Rhys Welbourn and instantly had his attention with Rhys meeting with Herb within half an hour. The issues were addressed immediately and while there is still some work to be done the issue is being dealt with. The power of the red card not to be underestimated

TRAINING IN THE BAYS

2023 looks to be a busy year for us at the RMTU in the Central North Island. First

off, we have RMTU Union Delegate Training to kick start the year.

RMTU Delegate Sessions will be held as below:

- Wednesday 12th April Tauranga
- Thursday 20th April Hawkes Bay
- Thursday 27th April Taumaranui

We also have a Health and Safety Training that focuses on the Ports on Wednesday 22nd and Thursday 23rd March via Zoom.

KiwiRail Council Reps will participate in HPHE Training in Wellington on Wednesday 29th and Thursday 30th March.

Last but certainly not least KiwiRail delegates will have the chance to participate in Just Fair Culture Training which our very own Karen Fletcher is helping to facilitate.

If you are interested in any of the training on offer, please discuss with your Organiser.

WORKERS MEMORIAL DAY

28
APRIL



28 April is International Workers Memorial Day and RMTU events will be occurring around the motu. Please advise the RMTU National office about your Branches planned Workers Memorial Day event.

JUST AND FAIR CULTURE TRAINING - KIWIRAIL DELEGATES AND HSAT

The Just Fair Culture Training is a one-day course available to KiwiRail RMTU Delegates, HSAT Reps, Managers, HR managers.

Training is scheduled the following dates and locations. To register please get in touch with your RMTU Organiser.

Upcoming Delivery Schedule	
Location	Date
Tauranga	8 th March
Dunedin	4 th April
Palmerston North	16 th May
Christchurch	13 th June
Wellington	25 th July
Whangarei	8 th August
Auckland	26 th September

KIWIRAIL MECA WAGE ROUND REMIT CALL

The KiwiRail MECA expires 30 June 2023.

The Union will lodge with KiwiRail an Initiation of Bargaining notice in the first week of May.

The renewal of the MECA will see both the Union and the employer arrive at the table with "claims".

The RMTU claims come from members who are covered by the MECA and all remits are required to **have been moved and seconded by current financial members of the Union, who fall within the coverage of the MECA, and have been voted on with the remit**

being carried by majority vote of members at a bona fide and properly constituted meeting of an RMTU branch.

The RMTU negotiation team composition will be determined by, and will operate under, the oversight of the members of the wider wage round negotiation team which is made up of all the rank and file elected members of the KiwiRail Industrial Council's.

Members are reminded that only those claims which are widely and deeply felt by members should be submitted and if members believe that the primary focus of this negotiation should be on a real and meaningful across the board general wage increase then submitting a plethora of sectoral claims will be self-defeating to that objective.

The remits will be prioritised by the wage round negotiation team. Regular updates will be disseminated to members once bargaining commences.

All remits for the KiwiRail Wage round must be submitted by branches to the Unions National Office by 0800hrs Monday 1 May 2023. No late remits will be accepted after closing date.

NELSON PORT BRANCH TAKES ON MUNZ

MUNZ recently visited Port Nelson as part of their campaign for a FPA in the Ports sector, this was an excuse to get in front of our members and recruit. The Branch Exec mobilized, got themselves clear on the facts and made sure they were in the room at all times so they could influence the narrative and

challenge some of the rather imaginative themes they were pushing. However, the three day excursion was cut short by some very astute politicking at the CTU by Acting General Secretary Todd Valster and National President, Aubrey Wilkinson.

TRANSPORT ORGANISATION REGISTER ONLINE (TORO)

In the past KiwiRail would pay NZTA to check the workers driver's licenses, it is called Driver Check.

TORO is a service that provides that information for free.

KiwiRail are making new staff members and those on IEA's agree to TORO being a condition of employment.

KiwiRail also want to prioritise getting permission from existing staff members that drive KiwiRail vehicles, fleet cars and rentals.

For those that have agreed, TORO will inform KiwiRail of demerit points accumulation of 50 points+, any loss of license and if there are any license conditions without being specific.

For existing staff members, agreeing to sign up for TORO is voluntary but members must inform KiwiRail if they have lost their license if they

drive motor vehicles in their roles.



C3 NEGOTIATIONS

For many years the RMTU has 3 separate Collectives for our C3 members.

One Collective covers Tauranga, Napier and Kawerau with the exception of the On Board Labour team who were separated into their own Collective a few negotiations back.

In December 2022, the RMTU membership voted to ratify a deal that would see at least a 7% general wage increase to most of the departments n the

Tauranga, Napier and Kawerau Collective. The other big win was that the On Board Labour team (Stevedores on Sulphur Point side) would come back into the Collective leaving only 2 Collectives between the RMTU and C3. We are now making our way through discussions with the Company in regards to creating a variation for that department.

A huge thank you goes to the C3 negotiation team for the effort it took to get this deal over the line and the wider RMTU membership for the support.

ACOP

The Approved Code of Practice workshops continue with Maritime NZ as the Port industry grapples with standardising work practices throughout the country as part of the Port Safety Insights project. RMTU has been well represented by members and Union officials. While there is a long way to go progress is promising, please encourage your employers to send worker representatives not just managers so that we can make worker participation an important aspect of this project.



PALMERSTON NORTH

New Central Region Organiser Allan Addison-Saipe made a first visit to the Palmerston North Branch where Vice Chair Clint Bremner hosted him in an excellent tour of the site. Allan was able to meet with members and managers on site to help him to get to know his region.

SOUTH ISLAND MEANNESS

Our members in the South Island would be forgiven for thinking the Kiwirail grinch has visited and is still hanging

around way after Christmas has passed. There seems to be a policy at the moment to resist valuing our members as the number one asset they are. Whether it be refusal to put right mistakes over non payment of allowances that our membership are entitled to and have fought to include in the MECA, or mean spiritedness over applying Special Sick Leave, to long serving members in most cases and also covered in our MECA, a change has been noticed in recent times and it is something that we need to be and are vigilant about.

COLLECTIVE BARGAINING AT LYTTLETON PORT

There are a total of three RMTU Collective Agreements in force at LPC, all in different stages of bargaining at present. First cab off the rank was the Inland Ports CEA, which expired September 2022 and the parties have met several times from the commencement of bargaining, with no offer yet that the team can present to members for ratification. During bargaining with RMTU the employer has made

a variation consisting of wage increases offer plus extension of contract to a different union who have members in the same sector, RMTU are challenging the legality of this. Second there was the Logistics Officers CEA, which expired January 2023 and our members decided to bargain alongside MUNZ members for a MUCA. After just two meetings with the employer the bargaining team have taken a good offer back to the membership which has been ratified unanimously and awaits final checking and signing. Well done to all those members and their bargaining teams. Based on these different experiences it will be interesting to see how bargaining goes with the "main" LPC/RMTU Collective Agreement

which expires March 2023 and is now at the start of the bargaining process.

STALWARTS LEAVE THE PORT INDUSTRY

After 47 years employed at the Port of Tauranga of which he has been an RMTU Member the entire time, Crane Driver Dennis Lynds will be retiring from duty this week. What an amazing career Dennis.

Other comrades leaving employment within the Bay of Plenty Port Branch are John Carmine who has been a member of the RMTU for 19 years. He started his career as a Straddle Driver at C3 and has finished in the Transport department. John has been a great advocate during many negotiations and also an active delegate for not only his team but the wider RMTU members. You will be missed John.

The latest resignation of the Bay of Plenty Port Branch Secretary, Rata Sidwell. Rata joined the RMTU in 2017 and has been a keen advocate for all things woman in the port industry. Especially taking charge to ensure that her employer C3 had suitable uniforms available for women's bodies. She will be a huge loss as a Straddle Delegate, Health and Safety Rep and the Branch Secretary.

We wish all of our comrades the best on their next adventures in life.

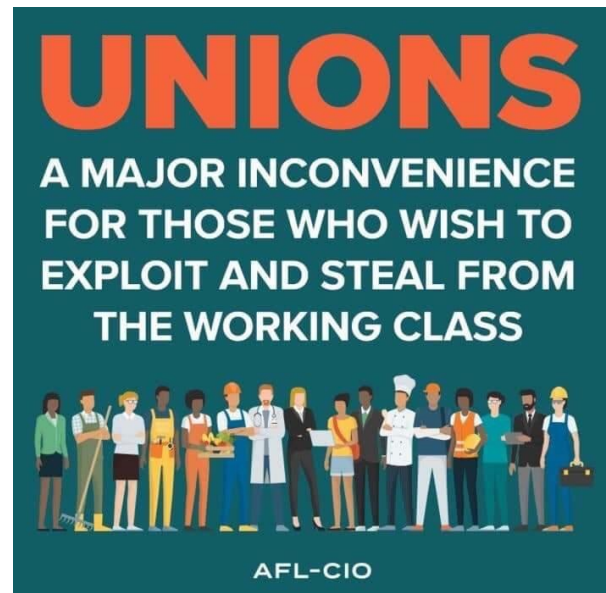
MEMBERSHIP DATABASE UPDATES

The RMTU membership database is an important tool in contacting Union Members or ensuring members are kept up to date with the latest information. We are concerned at the number of "unknown" or "return to sender" envelopes returned to National Office as part of this year's officer elections. We remind members that if you wish to

exercise their rights and participate in the decision making aspects of the Union they should ensure they inform National Office of any change of address or contact details as soon as possible. This includes any change of designation or employer.

Branch Secretaries hold "update of membership forms" that you can post or fax in or alternatively for immediate action members are reminded to utilise the update of membership details link on our website www.rmtunion.org.nz.

For example – All national Union elected positions are up for election this year and so there may be votes conducted by mail. If we have the incorrect address info you will not get a vote as you will never receive a voting paper. Update now!



Remember – be Safe at all times!