

THE ACTIVIST



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KIWI RAIL MECA WAGE ROUND 2023

The KiwiRail MECA expired 30 June 2023.

We have sent our Initiation of Bargaining Notice to KiwiRail which has been acknowledged.

The first two days of bargaining were this week, 26th & 27th July, in Palmerston North.

RMTU and KiwiRail claims were exchanged and discussed.

Bargaining was delayed in starting at KiwiRail's request. They wanted the delay due to key people not being available until this week.

KiwiRail have confirmed that the delay will not impact on any backdating to July 1, 2023.

The RMTU Advocate is Todd Valster and the RMTU Bargaining team is made up of Industrial Council Reps and RMTU Staff.

The next dates for bargaining are 8 & 9 August in Auckland. For these dates there will be a shortened line out on both sides with 2 reps from each industrial council and RMTU staff.

KIWI RAIL INDUSTRIAL COUNCILS

CALL FOR NOMINATIONS –

Nominations are called for following Council Representatives:

- **KiwiRail Freight Industrial Council, and**
- **Interislander Industrial Council, and**
- **KiwiRail Mechanical (RSAS) Industrial Council, and**

- **KiwiRail Networks Industrial Council.**
- **Passenger Industrial Council**

The Joint Industrial Councils have governing terms of reference signed by the Union and KiwiRail Ltd. They are intended to be the escalation point for industrial and H&S issues which arise during the course of the employment relationship on a day to day basis which have not or cannot be resolved at a local or branch level or issues that have national significance.

The term of office is 2 years.

NOTE: Union policy and Rule 24.7, determined by Conference, requires that any member of the Union's National Management Committee (NMC) who is eligible for nomination to a position on an Industrial Council shall be deemed to have been elected to that position. This means that nominations shall not be called for that position.

KiwiRail Freight Industrial Council

Following the 2023 NMC elections, Howard Phillips (Loco Engineer Wellington) will be appointed to the Locomotive Lower North Island position. Rebecca Hauck (Rail Operator Dunedin) has chosen not to fill the Women's representative position on the KIC, therefore nominations for this position are now called for.

Nominations are therefore called for the following vacant positions:

- **Women's Representative** – Incumbent
Rebecca Hauck
- **Locomotive Northern** – Incumbent
Steve Peacock
- **Locomotive Southern** – Incumbent

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

Dodie Joseph

- **Upper North Island Terminals** – Incumbent Josh Goodwin.
- **Lower North Island Terminals** – Incumbent Oliver Pratt.
- **South Island Terminals** – Incumbent Matthew Croton
- **North Island C T Site** – incumbent Nash Ali .
- **South Island C T Site** – vacant (new position)

Position Description:

Women's Representative

If you are employed by KiwiRail Ltd in any Freight Operations Role in Aotearoa NZ and identify as a Woman.

Locomotive Northern

If you are employed by KiwiRail Ltd as a Locomotive Engineer in the Northern Freight Region (Northland, Auckland, Bay of Plenty or Waikato) then you are eligible for nomination to this position.

Locomotive Southern

If you are employed by KiwiRail Ltd as a Locomotive Engineer in the Southern Freight Region (Marlborough, Canterbury, West Coast, Otago and Southland) then you are eligible for nomination to this position.

Upper North Island Terminals

If you are employed by KiwiRail Ltd at a Rail Freight Terminal Site in the Northern Freight Region (Northland, Auckland, Waikato, Bay of Plenty or King Country) then you are eligible for nomination for this position.

Lower North Island Terminals

If you are employed by KiwiRail Ltd at a Rail Freight Terminal Site in the Central Freight Region (Taranaki, Palmerston North, Hawkes Bay or Wellington) then you are eligible for nomination for this position.

South Island Terminals

If you are employed by KiwiRail Ltd at a Rail Freight Terminal Site in the South Island

(Marlborough, Canterbury, West Coast, Otago and Southland) then you are eligible for nomination for this position.

North Island C T Site

If you are employed by KiwiRail Ltd at a designated CT Site in the North Island you are eligible for nomination for this position

South Island C T Site

If you are employed by KiwiRail Ltd at a designated CT Site in the South Island you are eligible for nomination for this position.

Interislander Industrial Council

There are no Interislander Representatives on the NMC and therefore all positions on the council are open for nominations.

Nominations are called for:

- **Scale 1 (Inside Wellington Terminal)** – Incumbent Jodean Manu.
- **Scale 1 (Inside Picton Terminal)** – Incumbent Nicola Gapper.
- **Ferry Operations (Wellington Outside Terminal)** - Incumbent Graham Beazley.
- **Ferry Operations (Picton Outside Terminal)** - Incumbent Pat Ogle Turner.

Position Description:

Scale 1 (Inside Wellington Terminal)

If you are employed by Interislander in an occupation which works predominantly Inside the Wellington Terminal and is paid under payscale 1 then you are eligible for nomination for this position.

Scale 1 (Inside Picton Terminal)

If you are employed by Interislander in an occupation which works predominantly Inside the Picton Terminal and is paid under payscale 1 then you are eligible for nomination for this position.

Ferry Operations Wellington Outside Terminal

If you are employed by Interislander in Ferry Operations Outside the Wellington Terminal and is paid under payscale 9 then you are eligible for nomination for this position.

Ferry Operations Picton Outside Terminal

If you are employed by Interislander in Ferry Operations Outside the Picton Terminal and is paid under payscale 9 then you are eligible for nomination for this position.

KiwiRail Mechanical Industrial Council

Following the 2023 NMC elections Shane McNae (TXM Mount Maunganui) was elected to the NMC so he will occupy the Train Examiner Maintenance position.

Nominations are called for:

- **Hutt Workshops** – Incumbent Myles Carter.
- **Servicing Mechanical** – Incumbent Bruce Mander.
- **Auckland Mechanical** – Incumbent Nandor Mraz
- **North Island Depots (EXCEPT Auckland)** – Incumbent Hamish Patel.
- **South Island Depots** – Incumbent Tilak Samarasekara.
- **Hillside Workshop** – Incumbent David Barclay.
- **Womens Representative** – Incumbent Kasia Kurene

Position Description:Hutt Workshops

If you are employed by KiwiRail Ltd RSAS within Hutt Workshops then you are eligible for nomination for this position.

Hillside Workshops

If you are employed by KiwiRail Ltd RSAS within Hillside Workshops then you are eligible for nomination for this position.

Servicing Mechanical

If you are employed by KiwiRail Ltd RSAS in a servicing role in a Depot anywhere in New Zealand then you are eligible for nomination for this position.

Auckland Mechanical

If you are employed by KiwiRail Ltd RSAS in Westfield Loco or Wagons RSAS depot then you are eligible for nomination for this position.

North Island Depots

If you are employed by KiwiRail Ltd RSAS in a North Island Loco, Wagon or Passenger (Except

Westfield) then you are eligible for nomination for this position.

South Island Depots

If you are employed by KiwiRail Ltd RSAS in a South Island Loco, Wagon or Passenger depot then you are eligible for nomination for this position.

Women Representative

If you are employed by KiwiRail in any RSAS role and identify as a woman then you are eligible for nomination for this position.

KiwiRail Networks Industrial Council

Following the 2023 NMC elections Ian Walker (Comms Tech Christchurch) was elected to the NMC so he will occupy the Signals, Comms, Traction position.

Nominations are called for:

- **Infrastructure Bridges/Structures** – Incumbent Joe Gibson.
- **Machine Group/ Fitters** Incumbent Brook Smith.
- **Gangers/ Inspectors** – incumbent Rowan Hodgson
- **Train Control** – incumbent Sarah Wilde
- **Track Auckland Metro** – incumbent Ratu Vakacereivalu
- **Track Wellington Metro** – incumbent Trevor Nootai
- **Track Non Metro North & South Islands** – vacant
- **Women's Position** – incumbent Holly Stark

Position Description:Structures

If you are employed within the Bridge or Structures gangs specialised area of KiwiRail I & A then you are eligible for nomination to this position.

Machine Group/Fitters

If you are employed within the track machine and mobile mechanised groups, plant fitter

specialised area of KiwiRail I & A then you are eligible for nomination to this position.

Ganger/Inspectors

If you hold a position of a Track Inspector, Supervisor, Ganger, Leading Hand or Foreperson in any area of KiwiRail I & A then you are eligible for nomination for this position

Train Control

If you are employed within the Train Control specialised area of KiwiRail then you are eligible for nomination to this position.

Auckland Metro Track Worker position

If you are employed by KiwiRail as a track worker/maintainer (other than leading) in the Auckland Metro area you are eligible for nomination for this position.

Wellington Metro Track Worker position

If you are employed by KiwiRail as a track worker/maintainer (other than leading) in the Wellington Metro area you are eligible for nomination for this position.

Track Worker non-metro North & South Islands position

If you are employed by KiwiRail as a track worker/maintainer (other than leading) in a non Metro area anywhere in the North and South Islands of NZ Aotearoa you are eligible for nomination for this position.

Infrastructure Women Representative

If you are employed by KiwiRail in any Infrastructure/Networks role and identify as a women then you are eligible for nomination for this position

KiwiRail Passenger Industrial Council

There are no Passenger Representatives on the NMC therefore all positions on the council are open for nominations.

- **North Island Representative** – incumbent
Simone Dixon
- **South Island Representative** – incumbent
Matthew Morison
- **Regional Passenger Representative** – vacant

Position Description:

North Island Representative

If you are employed by KiwiRail in any North Island based role for Great Journeys NZ you are eligible for nomination for this position.

South Island Representative

If you are employed by KiwiRail in any South Island based role for Great Journeys NZ you are eligible for nomination for this position.

Regional Passenger Representative

If you are employed by KiwiRail in any role on the Te Huia or Capital Connection services you are eligible for nomination for this position.

Important Information

Nominations MUST be in writing on the official Nomination Form and contain the signed consent of the candidate, be proposed and seconded by financial members (Rule 1) of the Union from the equivalent industry designation or operating area/sector.

Official Nomination Forms are available on the RMTU Website www.rmtunion.org.nz (Hot Topics tab) or from the National Office by calling on 04-499-2066, or emailing office@rmtunion.org.nz

Correctly completed nomination forms 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 4 August 2023**. You can also fax the completed form to 04 4710896 or scan/photograph and email to admin@rmtunion.org.nz or office@rmtunion.org.nz and please ensure you get a receipt acknowledgement to be confident that your nomination is properly in the system!

Members and Branch Returning Officers are advised that in the event that there is more than one nomination for any position, a postal ballot shall be run out of the Union National Office by the National Returning Officer.



In the event of a ballot being required candidates are advised that they must have their photo and a short promotional statement of up to 200 words to the National Returning Officer no later than **1700 hrs on Friday 11 August 2023**. Electronic receipt of this information is preferred. Please ensure you get a receipt of acknowledgement please. In the event that neither a photo or a promotional statement is provided then be advised that the ballot papers, if required due to more than one nomination having been received, will be issued with the candidates bio information and pic being absent.

Please ensure you advise National Office if you have changed addresses or your designation in KiwiRail has changed. If we can't get a ballot paper to you because we do not have the correct mailing address then we cannot provide you with a voting form. Call RMTU 04-4992066 or alternatively update your details www.rmtunion.org.nz or email admin@rmtunion.org.nz

Howard Phillips
RMTU National Returning
Officer

JUST AND FAIR CULTURE TRAINING - KIWIRAIL DELEGATES AND HSAT REPS

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	Dates
Whangarei	8 th August
Auckland	26 th September

RAIL REGULATOR SPECIAL SAFETY ASSESSMENT- TRAIN CONTROL

The rail regulator Waka Kotahi has told the Union they're doing a special safety assessment on Kiwirail following a near miss incident involving two track workers on the Johnsonville line earlier this year.

They told the union they are looking to identify the systemic issues rather than assigning individual blame. The scope of the assessment includes Train Control operations, fatigue management, compliance with procedures and KiwiRail's internal assurance process. The assessment will go from 2-6 October.

PORTS/WOMEN'S FORUM

Last week saw the staging of the RMTU ports and women's forum with port delegates attending the first two days from across the

country. A variety of topics were covered look starting with the work of Maritime NZ and the Port Health and Safety Leadership group, an interested presentation from Kirstie Hewlett on the changes we are seeing in Ports over the next few months and how MNZ propose to resource them. Presentations by the CE's from Taranaki and Marlborough highlighted some of the challenges facing our smaller ports.

From the legal side there were presentations on availability and the role of the delegate in disciplinary meetings and PG's. A very interesting presentation

from CK of Advanced Diagnostics on drug and alcohol testing caught everyone's attention. Karen Fletcher & Hazel Armstrong presented a great Health and Safety work shop which centered around a man overboard incident in Nelson earlier this year. Dasha and new organiser Ray Sayed brought everyone up to speed on the proposed amalgamation with ASU and we introduced some ASU delegates to the RMTU way of getting things done.

The women's forum took the last day and was well attended by women's delegates from across the country, plenty of new bees in



attendance enthusiastically putting their hands up for new roles.

Helen White MP spoke on employment law and advocating for workers and another great Health and Safety piece from Karen Fletcher followed by great speakers from the CTU and ITF.

CENTREPORT BARGAINING

Bargaining is underway at Centreport with a three unions MUCA being negotiated by RMTU, MUNZ and ETU. Whilst it is early days negotiations have been progressing with a positive feel. The main order of the day is to address the issues surrounding the cost-of-living crisis and to ensure that workers can continue to pay the bills. With the crunch coming on for many families as their mortgage reviews see significant impact on household budgets cost of living increases are a must.

PORT NELSON ROSTER TRIAL

Port Nelson's stevedores are ten weeks into a roster trial, which seems so far to have been quite successful with one stevedore recently saying that it was "life changing", with stevedores' lives being dictated by when vessels turn up this is the biggest change since ports reform in the eighties.

With this process being the product of a HPHE working group it is encouraging to see the process working well in a port environment. The process will be reviewed after 12 weeks with it being highly likely that the trial will be extended for a further 12 weeks.

PORT MARLBOROUGH BARGAINING

Bargaining continues at PMNZ with both parties feeling that a favorable outcome can soon be announced. This wage round as with most at this time have been challenging but a positive attitude and a willingness from both parties to find a solution has helped to get the job done.

SAYING NO TO PRIVATISATION OF OUR PORT

The RMTU are working with other Unions, E tu, PSA, MUNZ, Unite, First Union and other community groups including Keep Our Assets (KOA) to oppose any sell off of Christchurch assets, it would appear that LPC is the first cab off the rank.

What has been identified is that we need a period of education for our union members, to bring them up to speed with the facts, with this information helping the members to understand why privatisation of assets is a bad idea for all. Then educate the wider public on this issue.

Thoughts on why privatisation is bad for LPC. Potential

Throughout the last decade, LPC has been recovering from the Canterbury Earthquakes, going through a process of repair, rebuild and investment for the future. The Christchurch public and industry have put time, money and

effort into our port and other assets. LPC has built strong relationships with the local Iwi, the Lyttelton community as well as securing consents for future development if required Environment

We are concerned that

Foreign owners will not be concerned about our environment, their main objective is to maximise profit and return to shareholders by reducing expenditure, environmental protection is an expenditure. Our aspiration is to a cleaner sustainable environment for the next generations.

European fan worm (*Sabella spallanzanii*) on the wharfs is one example of a serious threat to our Marine environment that some Ports in NZ are discovering and are taking serious control measures. This requires action to remove immediately upon discovery, if this pest takes hold, its eradication would be extremely expensive. Would a profit driven owner focus on this?

Health and Safety

Working on the wharf is one of the most dangerous jobs in NZ, the team at Lyttelton Port have been working together to make our work area safer. We feel this could be another area that may be compromised with a private



enterprise trying to extract as much return out of Lyttelton Port.

We cannot allow Health and Safety to be compromised.

To sell this piece of infrastructure, having invested so much, without realising the future potential is a short-term vision, this would sell out, the local Iwi, the Lyttelton residents, and the public of Christchurch both now in future generations.

C3 NELSON BARGAINING

Another wage round that hopefully will soon draw to a close. This does seem to have been unnecessarily drawn out but we are hoping to soon have a deal to take to the members. Interesting changes at the moment in the log industry make for extra challenges, with the falling log price and a poor outlook for the future of this industry. Challenges faced by managing slash to some areas possibly being deemed unfit to sustain a log industry is threatening the sustainability of logs. Whist technology and automation could well reduce the number of workers involved on the wharf.

WELLINGTON RAIL BRANCH

The Wellington Rail Branch will be having its AGM on Thursday August 24 at Loaves and Fishes 2 Hill Street, Thorndon. There will be food catered so no excuse for the Wellington Rail members not to attend. Please remember it is important to attend meetings, it sends an important message to our employers that the membership is engaged and actively participating.

KIWI RAIL DATES AND LOCATIONS FOR H&S REP TRAINING

Since the unfortunate closure of Worksafe Reps, Kiwirail and the RMTU have chosen

the provider 'Coachio' to deliver HSAT health and safety rep training.

Reps will still earn the Unit Standard 29315 after completing stage 1.

Below is the schedule for Health and Safety Reps Training Stage 1 and Stage 2.

Please send through requests to L&D@kiwirail.co.nz

Location	Dates	
	Stage 1	Stage 2
Wellington	8 - 9 Aug	10 - 11 Aug
		14 - 15 Sep
Auckland	22 - 23 Aug	24 - 25 Aug
Hamilton	5 - 6 Sep	7 - 8 Sep
Picton	12 - 13 Sep	
Dunedin	11 - 12 Oct	13 - 14 Oct

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!

OTIRA TUNNEL CENTENNIAL

Otira 100 year memorial is being held Aug 4th

The RMTU have funded the plaque and we will attend the ceremony Todd, Howard, Andy.

We will also take the opportunity to inspect the housing that RMTU members based in Otira are renting, as there have been complaints about the poor standard of these dwellings.

TIMARU PORT

Quality Marshalling have accepted an 8% pay increase for a 12month term this was bargained 3 months so it gives an additional 3 months at the new pay rate.

PrimePort are about to vote on a 2 year deal.

PORT OTAGO

The company have indicated that they would like to bargain the MUCA as soon as possible.

SCENIC

KiwiRail introduced a different roster without consultation, this has been withdrawn and a pay audit requested to ensure no members have been financially disadvantaged during the short duration of this roster.

GREAT WIN AT AOR

The RMTU represented one of its members at AOR in the Employment Authority over the Company's failure to follow its own appointment policy. Despite being warned by the RMTU and being offered a way forward without litigation, the Company chose intransigence over negotiation. This ended up costing them far more than the member was originally willing to settle for and they had to pay costs. in payment and costs. Hopefully this will make AOR more willing to deal in a reasonable way with the Union.

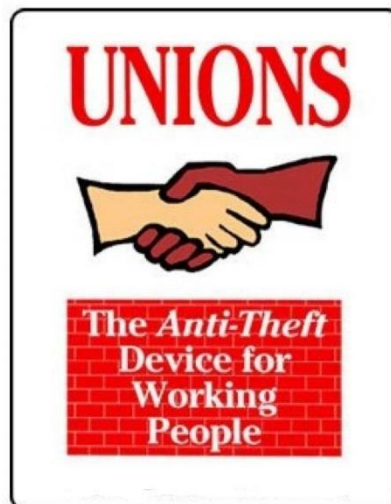
AOR PLATFORM SUPERVISOR DISESTABLISHMENT

AOR have made a proposal to disestablish the Platform Supervisors. This is a huge risk to the health and safety of our members and the Auckland travelling public. These are the workers who serve as a focal point for both members and passengers when there is a disruption at Britomart and Newmarket. And the Auckland Metro network has many disruptions. The Company is looking to farm their work out to other employees, in fact seeking to increase their workloads. The RMTU believes this is a huge risk to everybody on the Auckland Metro Network. The Company has argued that this will improve customer service and this is the key reason for the disestablishment. This also makes no sense as Platform Supervisors already perform an important customer service role at the two busiest depots in Auckland. The RMTU strongly opposes these proposed changes and has been fighting hard, and will continue to struggle, to make sure they do not occur.

LOCAL INDUSTRIAL COUNCILS IN THE NORTHERN REGION

It is very pleasing to see that the RMTU has a full set of Local Industrial Councils (LICs) in KiwiRail in the Northern Region has. This means we have a direct line to managers through these councils. They include the Northern region, RSAS, Operations, Southdown, Track and Signals and Rail Protection. These councils are where local issues are raised, ie health and

safety, rostering, workloads etc, and are resolved. Any issues that are unable to be resolved, or have a national significance, get moved on to the National Industrial Councils. These are excellent platform for raising and resolving issues quickly and at a low level. If you have an issue/concern, raise it with your delegate and ask them to take it to the LIC.



HPHE REVIVAL

KiwiRail held a 2-day conference in Wellington in March as part of an HPHE reset in KiwiRail. This was really well received from our rail brothers and sisters and we are really excited about the level of involvement our members will get in the decision making. The last few months have also seen some of our Port of Tauranga members use the same High Performance, High Engagement methodology to resolve some of their rostering issues which we are now underway trialling over a 6-month period to see what the effects are on our bodies.

PORT OF TAURANGA

We concluded Port of Tauranga negotiations back in March. They received an 8.2% increase on their remuneration. There were also 34 other claims put through to the bargaining team. We agreed that these would move to working parties and be resolved within 12 months (March 2024). This has been very effective but we still have mahi to do.

Butters have some work they want to do around conditions matching those of industry standard.

The Cranes working party will begin now that POT filled the Terminal Managerial role. Customer Service Centre are discussing their work load and pay structure to review if the current structure still works for their team.

Our M&E team have done some good work around clarifying their allowances. They have also worked in an HPHE platform to review their roster pattern.

The Quarantine team are working hard to put together wording as they have seen a huge change in working conditions so we want to ensure that we get it right.

Every month the RMTU delegates and POT management meet in a Consultative Forum to discuss any issues. Educating all of our membership about this forum is still a work on for us. If you are not receiving the minutes of this meeting, please reach out to your delegate and ask them for these.

C3

We have finalised the C3 variation for our On Board Labour members who were previously separated on another Collective and have now been added back to the main Collective Agreement as Schedule J. They received a much deserved 7% increase and all of our C3 team will now be able to initiate bargaining on 19th December 2023 which only feels like tomorrow at the rate this year is going.

We also completed another variation to the C3 Collective Agreement for the Straddle Drivers. The Straddle Drivers received an extra increase in remuneration and more drivers now have the opportunity to reach Tier 4 with a change in the wording.

We need to get the Consultative back up and functioning as there were a lot of claims that we moved to the side. Let's see if we can get some of these issues resolved.

IXOM

Ixom, Mount Maunganui's Collective expired in March 2023. We have met 4 times with the Company to discuss claims and are nearly at the finish line. We are awaiting a Terms of Settlement document to review which we should have any day now. Then we will look to take the document out for ratification if everything is recommendable by the negotiating team.



Remember – be Safe at all times