

2020 RMTU CONFERENCE

MINUTES

BRENTWOOD HOTEL, WELINGTON



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Biennial Conference

The Brentwood Hotel,
Kilbirnie

13-15 October 2020

National Management Committee

National President – Aubrey Wilkinson
General Secretary – Wayne Butson
National Vice-President and Wellington Rail Rep – Howard Phillips
Women's Representative – Rebecca Hauck
Auckland Rail Representative – Jas Giri
North Island Ports Representative – Dave Marden
South Island Ports Representative – Andy Kelly
North Island Rail Representative – Shane McNae
South Island Rail Representative – Jed O'Donoghue

Delegates

Auckland Rail – Leighton Mosese
Bay of Plenty Port – Kelven Martin
Bay of Plenty Rail – Brendon Drabble
Christchurch Rail – Annette Telfer
Hawkes Bay Port – Phil Taana
Hawkes Bay Rail – Joseph Gibson
Hutt Workshops – Myles Carter
Lyttelton Port – Heiner Benecke
Marlborough – Tania Haraki
Nelson Port – Allan Addison-Saipe
Northland Port – Chris Shaw
Northland Rail – Albie Barr
Otago Rail – Marty Duncan
Palmerston North – John Millward
Port Chalmers – Ruth Blakeley
Southland Rail – Daniel Burton
Taranaki Port – Biggles Maindonald
Timaru Port – Joshua Ruwhiu-Watson
Timaru Rail – Doug Blakie
Waikato Rail – Steven Peacock
Wellington Port – Jason Newman
Wellington Rail – Hamish Searle
West Coast Rail – Ron Nijssen

Observers

Auckland Rail – Women's Rep – Makarita Hill
Auckland Rail – Bill Sweeney
Bay of Plenty Port – Women's Rep – Holly Fuller
Bay of Plenty Port – Jamie Neill
Bay of Plenty Rail – Women's Rep – Allana Ranui
Bay of Plenty Rail – Christie Yule

attendees

Christchurch Rail – Women's Rep – Holly Egger
Christchurch Rail – Malcolm Ross
Hawkes Bay Port – Women's Rep – Roz Muir
Hawkes Bay Port – Clay O'Rourke
Hutt Workshops – Women's Rep – Nona Ngatuere
Hutt Workshops – Kasia Kurene
Lyttelton Port – Women's Rep – Margaret Trestain
Lyttelton Port – Matthew Deacon
Marlborough – Terry Beech
Nelson Port – Women's Rep – Ann Wells
Nelson Port – Shane King
Northland Rail – Women's Rep – Makere Pohe
Otago Rail – Women's Rep – Brooke Loper
Otago Rail – Dave Kearns
Palmerston North – Women's Rep – Lisa Davidson
Palmerston North – Sarah Angus
Port Chalmers – Women's Rep – Jane Sherer
Port Chalmers – Matthew Dougherty
Taranaki Port – Women's Rep – Toni Blair
Timaru Port – Women's Rep – Gina Ruddell
Timaru Port – Bill Hunter
Waikato Rail – Women's Rep – Deb Brown
Wellington Rail – Women's Rep – Christine Fisithoi
West Coast Rail – Women's Rep – Dodie Joseph

NZCTU

NZCTU Runanga Rep – John Marsh
NZCTU Youth Rep – Campbell Leggett

RMTU

Administrative Assistant – Chelsea Cardy
Administrative Officer – Debby Green
Health & Safety Organiser – Karen Fletcher
Auckland Organiser – Rudd Hughes
South Island Organiser – John Kerr
Northern Region Organiser – Dasha Van Silfhout
Lower North Island and top of South Organiser – Todd Valster

Life Members

Phil Bosworth
Peter Clemens
Paul Corliss
Eddie Dickson

CELEBRATING OUR PAST

RMTU
25 YEARS STRONG

ORGANISING OUR FUTURE

Peter Harris
Edgar Spark
Ian Swift
Ian Wilkie
Bung Williams
Ross Wilson

Honorary dinner guests

Geoff Davenport
Kirsty Macnab
Mike Regan
Peter Franks
Phil Spanswick

Guest speakers

Claire Szabo – President of the Labour Party
Maryan Street – KiwiRail Group Manager and Employee Relations
Chris Hipkins – Minister of Health
Simon Osborne – Napier Port Safety & Emergency Management Advisor
Sharyn Forsyth – Maritime NZ
Andrew Little – Minister of Workplace Relations and Safety
Paul Eagle – Labour MP for Rongotai
Richard Wagstaff – NZCTU President
Michael Naylor – UnionAid
Hazel Armstrong – Armstrong Thompson Law



Women's workshop.



Minister of Health and Education, Chris Hipkin, Sharyn Forsyth from Maritime New Zealand and Simon Osborn from Napier Port.



Dodie Joseph and Debbie Green.



Labour's Miramar MP Paul Eagle.

Day 1

Tuesday October 13 2020

Women's workshop

The Women's workshop opened at 0900 with a karakia by Rebecca Hauck the NMC women's representative.

Introductions: All delegates introduced themselves with a brief description of where they worked and what they did.

All delegates were asked if they were enrolled to vote in the upcoming election and whether they have already voted.

Coffee Break 0935

Open discussion about work/life balance and getting to know each other.

Invited speakers:

Claire Szabo: Introduced herself and gave the background story of the Labour camp and the sexual harassment cases which happened at this camp. She also spoke about the code of conduct, alcohol policy and timeframes of reporting incidents. Plus 2019 incidents which happened and allegations that came out of the investigations into the handling of the allegations.

How the Union succeeded managing sexual harassment in the workplace and how qualified people train workplaces which have sexual harassment and bullying in place. She went on explain how to handle these complaints.

The Union is currently working on how to put members through training on how to deal with bullying and sexual harassment and how to deal with member complaints.

Claire mentioned some resources on government websites in regards to this issue. Other ideas include: Policies – recognising policies and where to go for help, codes of conduct, sexual harassment prevention: awareness and being proactive, plus health and safety: wellbeing and protection.

Questions about how to maintain respect from males without being classed as a bully, how to measure success in dealing with harassment and whether sexual harassment and bullying has decreased in the workplace since Jacinda Ardern has been Prime Minister were raised. Lastly, group discussion on dress code and women's sizing in work clothing.

Claire wrapped up her speech and a thank you gift was given by Lisa Davidson – Safety Protector from Palmerston North and NZCTU Women's representative.

Morning Tea Break 1040

Maryan Street: Spoke about the Diversity and Inclusion focus group in KiwiRail and displayed the KiwiRail banner was used during the Pride Parade. She also spoke about calling out people on unacceptable behaviour, demographics of people in the business, diversity in KiwiRail, land owned by KiwiRail, how many women work in different departments in KiwiRail, CPAD commercial projects and adding men and women's toilets for the rail workers in remote places. Maryan finished her presentation and was given a thank you gift by Rebecca Hauck – NMC Women's representative and rail operator from Dunedin.

Karen Fletcher and Rebecca Hauck gave a World Toilet Day presentation.

They spoke about 19 November being World Toilet Day and explained how people in rail and other industries do not have access to acceptable toilet facilities. Karen's PowerPoint presentation was of last year's World Toilet day and explained how much attention it got through social media and radio. The women who attended the last WIMDOI Conference took along the 'When nature calls' posters and received a great response. It was an excellent group exercise. Photos of the poster were taken and put on social media which generated excellent international attention. Attendees were encouraged to keep up the intensity this year and beyond.

Rebecca showcased the brand new RMTU Women purple T-shirts and black hoodies. Anyone interested please contact Rebecca directly to order.

To conclude there was a brief discussion in regards to the next women's workshop. It was suggested there would be no guest speakers and the women would focus more time on speaking about themselves in the workplaces, getting to know each other better, talking about personal issues in the workplaces, sharing experiences and networking within the women's group. It was also suggested organising group drinks and dinners so women can get to know one another outside of conference and promote the concept of 'togetherness'.

Rebecca closed the women's workshop by showing a slide show called #Manawahine.

A women's workshop group photo was taken and the meeting closed at 1209.

Lunch at 1200

Ports workshop

opened at 1300

1. Remit on Maori/TKM representation on NMC – The workshop discussed and clarified this remit which was to be put before Conference.
2. Follow up on fatigue: the workshop reviewed the issues covered at the 2018 RMTU Conference plus a report back from each port on progress, or lack thereof. Several common themes emerged:
 - a) Fatigue is, and will continue to be, a significant issue for port workers for the foreseeable future. It is not going away anytime soon.
 - b) Three factors are shaping our experience: contractual arrangements with employers, chiefly around hours of work and H&S obligations; the union-management relationship; and the legal and regulatory environment.
 - c) Progress is slow but sustainable change is most often incremental and there is a real need to work on maintaining our efforts over the medium and long term.
 - d) The value of the support from National Office, and in particular our national H&S organiser has been very high and has enabled branches to coordinate a coherent response in what is a fractured industry.
3. Community organising: as a follow up to the 2019 Ports Forum

the workshop reviewed work on community organising focusing on three aspects: the Blood Phosphate Campaign involving the Napier, Lyttelton and Otago Port branches; the Port Napier Privatisation Campaign; and Port Otago Grocery distribution during COVID19 lockdown. The workshop confirmed the value of organising in this way and committed to taking opportunities to do further work in this sphere.

4. Ports and the border: COVID19 and the public health dimension in our ports in a global pandemic. The panel discussion involved the Minister of Health, Maritime NZ and a representative from Napier Port responsible for co-ordinating their COVID19 response. Unfortunately, technical problems prevented a representative from Lyttelton Port participating. The session was nevertheless informative and stimulating. A key point was the response at our maritime border has reflected elsewhere in NZ in that it has been successful in containing COVID19 despite the need to improvise in very challenging circumstances. Much of the session focused on seafarer welfare, a group of workers who have largely been overlooked by the media and the public, but are living and working in very difficult circumstances.

Port workshop closed at 1700

Rail workshop

Allana Ranui, locomotive engineer and branch secretary of the Bay of Plenty Rail branch, opened the workshop with a karakia.

Welcome and introductions: each member introduced themselves, stated their job title, location and named their industrial council rep.

Briefings were given by reps from each of the six KiwiRail Industrial Councils and Transdev Consultative/Governance Committees on what the big issues being worked on are and examples of success. Shane McNae, Campbell Leggett, Rebecca Hauck, Howard Phillips, Joe Gibson and Jed O'Donoghue made up the panel for this discussion.

Todd Valster gave a description of their roles and how these councils came about from too many fatalities. Each panel member spoke about their roles and things that have been implemented including additional training, special equipment, safety features/equipment. Jed spoke about fatigue management risk groups, the FADE assessment group, additional project groups, new mainline locomotive procurement.

There was a group discussion about problems with shunt locos.

Rebecca Hauck spoke about the issues with brakes and mechanical equipment (of which she takes videos), the amenities group for getting toilets at every station for the workers and the diversity and inclusion working group focuses on workplaces being a safe place to work for everyone, including women. Lastly, she spoke about the new rostering QRS system in Dunedin and the hi vis yellow

and orange in women's sizes.

Todd Valster gave a shunt locomotive update.

Joe Gibson updated the KNIC negotiations and meetings, on the job trainings, flexi working and problem with contracting out work especially during COVID.

Albie Barr gave an update on the Northland rail upgrade and prison programme, question about adequate trainers (who get OJT allowance) training the trainees and how the trainers are assessed to do the training job.

Structures in Transdev Auckland.

Jas Giri and Leighton Mosese spoke about the consultative committee which brings issues to management and HPHE meetings with Transdev Auckland based on consensus projects including: DDO, ROM re-write for Auckland, working party for COVID (including special sick leave), pay issues and medical conditions. This is to ensure all members feel comfortable and stable. They also gave an update on the electric trains with slight modifications and the small test group with the technical knowledge to test the trains and test for faults.

Campbell Leggett, Transdev Wellington, gave a brief description on the LCC (local consultative committee) and JCC (joint consultative committee) governance groups. Current projects at LCC include: dealing with train managers without first aid training and tutor badges and the JCC: LE ROM, train managers ROM, and building a better culture with the Creating Positive Workplaces

working group.

Kasia Kurene, mechanical council women's representative, spoke about speaking to women about working in rail and her new role as the mechanical council's first women's representative.

Shane McNae, NMC North Island rail representative, spoke about pay and progression, the working parties on lockout and isolation, rolling stock electric shunts project, servicing standards around NZ, and the roster issues at Westfield. He also mentioned the OJT NZQA training issues with in house training and that the team leaders have no proper training.

Rudd Hughes, RMTU organiser, gave an update on the rostering issues at Westfield dispute.

Todd Valster, RMTU organiser, gave a brief background and definition of HPHE and how workers and managers in KiwiRail work together cooperatively. Members gave examples of HPHE projects which were not working well.

Maryan Street, KiwiRail group manager and employee relations, also gave a background on HPHE being a partnership and how some managers do not get this concept. She gave a history on previous HPHE project 'green time' which lasted many years and how it affected train departure time issues. She addressed the other issues given to Todd and also recognised the KiwiRail management issues and advised it's a work in progress.

Questions and answers for Maryan.

Afternoon Tea 1530

There was continued discussion and questions about HPHE and some potential solutions with Maryan. She spoke about some HPHE successes including MUNZ wanting to engage in HPHE with KiwiRail. Also there was discussion on the methodology and structure and how HPHE is about working towards a solution together between the members/workers and management of the company. Maryan closed by giving an overview and update on the KiwiRail MECA negotiations. She gave a brief update on the negotiating team and spoke about some of the issues and concerns which had arisen from COVID-19.

Dave Kearns, branch secretary, Otago Rail branch, gave an update on the 'Keep Dunedin Rolling' rail campaign and the future of rail in the South.

Wayne Butson closed the rail workshop by speaking about the Future of Rail working group. He spoke about the Railways Act and TUC (track user charge) as part of this rail funding package. He mentioned the focus is on commuter rail in Auckland, Christchurch, and Hamilton, and spoke about the Greater Wellington Council bid for regional rail and the \$4.5 billion which is to be used to build commuter rail for NZ.

Rail Workshop Closed at 1700.



(l to r) Clay O'Rourke, Phil Taana, Roz Muir, Malcolm Ross, Terry Beech, Tania Haraki, Matt Deacon, Margaret Trestain and Holly Egger.



(l to r) HeinerBeneke, John Millward, Ruth Blakely, Jane Sberer, Lisa Davidson, and Sarah Angus.



(l to r) Nona Ngatuere, Kasia Kurene, Steve Peacock, Myles Carter, Shane KING?, Allan Addison-Saipe, Ann Wells and Debbie Brown.

Day Two

Wednesday October 14 2020

Meeting opened at 0830

John Marsh, NZCTU runanga representative and locomotive engineer, Hamilton, opened the conference with a karakia.

A moment of silence was given for lost comrades including life members John Murfitt, Dick Williams, Ernest William File and Brian Cronin.

Video was shown of Jacinda Ardern who commends the RMTU for championing its workers' rights and how Labour supports strong, well-resourced unions like the RMTU. Labour also supports workers' rights by working to reinstate meal breaks, raising the minimum wage, expanding sick leave from five days to 10 and the fair pay agreement. Jacinda asked for the Union's support by voting two ticks Labour.

Guest speakers:

Andrew Little, Labour MP and Minister of Workplace Relations and Safety, gave a brief background of his then current title and his role within the Labour government. He spoke about Labour policies including: removing the 90 day trial, fair pay agreement and increasing sick leave. He mentioned the challenges the government faced this year with all the national crises and how Jacinda showed incredible skills leading the country through lockdown. He expressed how the need to have her back to lead us back through economic recovery and the need to spread the wealth of New Zealand more evenly. His speech closed with questions related to: strike action, ageing workforce, KiwiRail; maximising permanent employment and provisions for people who do not have financial and personal support (solo parents and essential workers).

Paul Eagle, Labour MP for Rongotai, opened his speech by welcoming the RMTU back to the Brentwood 25 years after its first conference was held there. He gave an update on the upcoming Labour projects for Rongotai including the construction of: cycle lanes, tunnels, and two wharfs on Pitt and Chatham Islands. He mentioned he is on the transport and infrastructure select committee where the focus is to make sure rail is funded saying the viability of these services and how workers are treated are priorities. The vice-president thanked Paul for all his work in the select working group.

Andrew Little and Paul Eagle were thanked by Chelsea Nansett, RMTU administrative assistant at National Office, who gave them both a thank you gift.

Conference Plenary

Formal Resolutions:

1. It was agreed that Chelsea Cardy be appointed minute secretary.
Moved/Seconded: Wilkinson/Blakeley CARRIED.

2. It was agreed that the agenda as set out be adopted.
Moved/Seconded: Barr/Blakeley CARRIED.

3. It was agreed that the Conference Format and Rules of Debate be as per previous years.
Moved/Seconded: Barr/Blakeley CARRIED.

4. It was agreed that the 3rd Biennial Conference held at the West Plaza Hotel on the 24- 26 October 2018 be approved as a true and correct record.
Moved/Seconded: Wilkinson/Maindonald CARRIED.

5. It was agreed that the notice of motions to be done by lunchtime.

6. The President re-affirmed that the observers and women representatives have speaking rights, not voting rights in accordance with the Rules and Standing Orders.

7. A formal roll call was taken by the National Vice President.

8. Apologies were received for Peter Watson from the Wellington Port branch who had to work.

The President's Report

The National President, Aubrey Wilkinson gave his report to Conference.

(See Appendix A Page 17)

It was resolved that the President's Report be received.

Moved/Seconded: Wilkinson/Carter CARRIED.

Conference theme: Celebrating our past, organising our future

The General Secretary Wayne Butson opened with acknowledging the National President, Vice President, NMC and organisers and staff.

He gave his opening address and spoke about how the conference theme and logo: "Celebrating our past, organising our future" captured the essence of today.

He gave a brief history of the Union which started in 1886 as a single union which splintered and separated its power, but set the scene which followed over the years.

Union leaders soon realised that we are truly stronger together.

Wayne was part of the movement to amalgamate railways unions and spoke about Steve Grant and Edgar Spark who had a vision and obligation to make sure the fight between unions had to end. When we look back over 25 years we have not stepped backwards and have lost nothing as all have been gains.

He spoke about the highs and lows of the history of the union including the rail strike of 1994/1995, the Port of Tauranga strike, the campaign against the sale of Napier Port led by Dave Marden, and the ministerial enquiry of workers' right to come to work and go home alive which changed the union's focus from just bargaining to safety for workers too many of whom had passed away at work. Wayne talked about how the theme of this conference is what this union will be judged upon over the next 25 years and how we need to become a bigger union with a stronger voice.

He said the port sector needed to be more organised as it is currently a profit-orientated entity and in order to achieve power over the port companies our members must strike up alliances and get involved in local body politics.

He gave a special mention to the Dunedin Railways "Keep Dunedin Rolling" campaign which was a model for this Union to become more powerful and effective. He gave a sincere thanks to Otago Rail branch secretary Dave Kearns who was the spokesperson for this campaign.

Wayne closed his speech with the mention of the launch of the 25th anniversary book "*Stronger together: A History of the Rail and Maritime Transport Union*".

A review of our experience under Covid 19

John Kerr's PowerPoint presentation called "The Impact of COVID" identified opportunities to organise and to share information. The presentation started with a timeline from when the first confirmed case was identified in New Zealand in February 2020 to Auckland moving to Level 1 on October 8 2020. The conference attendees were then asked to convene into groups to discuss the following:

1. Health and safety: Employer's responses/RMTU activity.
2. Bargaining: What impact COVID has had on negotiations, if any, including variations negotiated during term?

3. Job Security: Had COVID threatened or resulted in job losses?

4. Day to day organising: eg. representing members individually and collectively: has COVID had an impact?

5. Any other effects?

At the end of the group discussion the General Secretary introduced Kirsty Macnab who was the former health and safety organiser for the Union.

The National President then made a karakia for the morning tea break at 1015.

Remit: It was resolved that Phil Spanswick be granted life membership.

Moved/Seconded: Martin/Wilkinson CARRIED

Union effect on health and safety

The official launch of issue 2 of Hazel Armstrong's book "*Your Life For The Job*" was followed by a review of the effectiveness of the regulatory model for the West Coast digger incident and subsequent prosecution of KiwiRail by Waka Kotahi (NZTA).

Wayne introduced Hazel and described how she had been working with the Union for over 25 years.

Hazel gave a brief background on the research done for the book and noted the main changes between issue 1 and issue 2. With a PowerPoint presentation she highlighted the following:

- The legislations which cover rail and maritime workers are: the Health and Safety at Work Act, the Railways Act 2005 and the Maritime Transport Act 1994. The regulators are: WorkSafe NZ, NZTA and Maritime NZ.
- The history, role and functions of Worksafe NZ.
- A worker's right to silence and the right not to self-incriminate during an investigation by the regulator.
- The arrangements between WorkSafe NZ and NZTA and Maritime NZ.
- A case study of NZTA enforcing the Health and Safety at Work Act 2015.

Hazel closed her presentation by presenting the RMTU Incident cards which gives instructions on how to deal with a work related accident/incident and highlights workers right to silence.

Makere Pohe, Northland Rail branch secretary and rail operator, Whangarei, thanked Hazel and presented her with a gift.

National Management Committee report

The General Secretary introduced the report.

(See Appendix B Page 18)

He went through the report:

- Covid 19.
- Union financial management with thanks to Debby Green for all her efforts with the new Xero system.
- Wayne welcomed the union's newest union organiser, Dasha Van Silfhout, plus special mention of the name change to Armstrong Thompson Law.
- Training: It was reported how well delegate training has been conducted and received.
- Recruitment
- Communications: It was mentioned there is a plan to re-vamp the RMTU website.
- Accommodation

Notices of motion were moved from the floor for Conference consideration.

Close.

The National President made a karakia to bless our food.

Lunch at 1200

1300 to 1315 CONFERENCE PHOTO

The General Secretary resumed the National Management Committee report:

- Branches: He thanked all the branches and gave a special mention to Hutt Workshops' 90 year anniversary.
- Port Forum.
- Women's committee meetings: This is an area of growth and it was mentioned there still is pay inequity in KiwiRail.
- Bargaining: Due to Covid 19 some bargaining had been done via Zoom which was not as effective.
- Other union pickets and strike actions: The National President gave an update on the blood phosphate strike action and gave thanks for all the comrades who raised the issue and spread the word. John Kerr added his appreciation to Lyttelton Port Company, Napier Port and Port Chalmers for their strike action, while Heiner Benecke (Lyttelton Port branch secretary) gave his thanks to the Lyttelton Port Company workers as well.

It was resolved that this report be received and adopted.

Moved/Seconded: Butson/Millward CARRIED.

RMTU campaigns - a review of what has worked and lessons learnt

This was an interactive session of reviewing our campaigns since 2018. The objective was to analyse how we campaign and get an idea of what winning looks like.

These three issues were discussed: Job security (Dunedin Railways), Health and Safety (Transdev Auckland), Wages and conditions(CAF).

1 – Fighting for jobs (Dunedin Railways). A video called "Keep Dunedin Railways Rolling Campaign" by Bobby Boulton was shown and the "Keep Dunedin Rolling" campaign spokesperson and Otago Rail branch secretary Dave Kearns gave an update on the campaign. He gave thanks to all the Otago Rail branch members, South Island organiser John Kerr, The general secretary and all Dunedin railways employees. He concluded with a brief background of the development and implementation of the campaign.

2- Health and Safety (Transdev Auckland). Driver only operations (DOO) – Auckland Union organiser Rudd Hughes gave a background report on the health and safety and job security issues of Transdev Auckland. His PowerPoint presentation included photos of the members during the strike actions and a timeline which highlighted:

- July 2017 Workshops first mentioned DOO as an idea during risk assessments on transport officers, train managers, snuck DOO in.
- Bargaining August DOO was put on the table. Offer of 12% for drivers if they accepted DOO at the first meeting. They were asking for non-peak runs to be run by drivers only.
- Campaign started November 2017. Focus on health and safety.
- Unanimous support for strike action December 2017 for one day.
- Built up logistics/data base.
- Mediated Bargaining.
- Variety of action including approach to local body councillors and national government politicians. Michael Wood signed a pledge that ?????
- Outside support: PTUA, Living Wage Campaign, Overseas support from the ITF and fellow unions, and regulatory agency
- The public petition garnered 6,000 signatures and was delivered to Auckland Transport.
- Late January ballot for strike action with an O/T ban no work on public holidays worked 1st week of March.
- Action went for one week.
- High level conversation with Govt/TD Australasia/AT.
- Went back to the table. TOS HPHE Tripartite process with AT/TDAK/RMTU.

An update was also given by former NMC Auckland Rail Rep Bill Sweeney, Auckland branch secretary Leighton Mosese and current NMC Auckland Rail Rep Jas Giri. It was mentioned how this was an excellent example of using every aspect of the Union.

Afternoon tea 1500

3 – Wages and Conditions: CAF – Rudd's Powerpoint presentation showed photos of the CAF members' strike action and presented the following:

1. CAF is a multinational company – largely not unionised around the world. They build trains and maintain locos contracted to Auckland Transport and maintain locos on the Auckland Metro Network. They employ mainly immigrant labour from a variety of countries.
 2. Low membership numbers so necessary to build numbers. Meetings with all shifts eventually went from 7 to 45 members. Organising around issues. Key issue – pay parity with KiwiRail Pay scale 4 level 5 workers doing the same or similar work. Needed about a 13% pay (\$5 per hour) increase.
 3. The Company balked at a 13% an hour pay increase. After three rounds of bargaining we had an offer over three years of 2.3% + 2.35% + 2.5%. We countered with two years with 6.5% + 6.5% each year. They refused to move
 4. We initially started by a partial strike which would give us a lot of leverage where we would do checks but not repairs. The Company responded by suspending members until further notice. Suspension differs from lockout. Suspension ends when the action is withdrawn. A lockout is continuous until the Company withdraws it. You can register with MSD and get a benefit when you're out. With a suspension you can't. It's brutal on members. Most of the members hadn't been in a Union let alone taken action before.
 5. The goal was to keep everyone involved. We set up a WhatsApp group for quick communication. Got them to make their own placards. Did an action almost every day. Raised it as a health and safety issue and an exploitation of migrants issue in the media. Got the members to tell their stories to the media. Support from branches was fantastic. Good support from other unions and from overseas.
 6. Two weeks without money.
 7. We got an offer which the members saw as a win. The key feature was 10% over 28 months but to be paid in two tranches - April 2019 5% and April 2020 5%.
 8. The timing was crucial. Some of the members were struggling financially and it was a close-run thing.
 9. The irony is that we estimated the interest on pay scale 5 of the KR agreement but the members would have been on pay scale 4.
- Next was a group activity in which each table was given cards with campaigning tools and strategies in which they put in order of importance.

Rudd concluded his presentation by thanking the branches for their donations to help the CAF members pay their bills and also thanked John Kerr, Todd Valster and Debby Green for their contributions. Kasia Kurene, locomotive maintainer, Hutt Workshops, asked for donations for Nona Ngature, Hutt Workshops women's rep, who had to leave the conference for a family emergency.

Financial report and balance sheet

The GS led a discussion on the annual accounts and balance sheets. It was resolved that the financial statements be adopted.
Moved/Seconded: Butson/Carter CARRIED.

Budget debate

The GS presented the proposed budget for financial years 2020-21 for discussion, approval and adoption. It was noted there was no report presented however it was still adopted.
The National Vice President acknowledged the arrival of Life members: Peter Clemens, Edgar Spark, Phil Bosworth to conference.

Remits and notices of motion

Remits:

1. New provision: 121 - Union Organising - National Women's Council: It was resolved that a National Women's Council be formed by the Union comprising elected women representatives who are current financial members of the Union and members of a South Island Port, North Island Port, South Island Rail, North Island Rail branch together with a member who is employed by Transdev Wellington and Transdev Auckland. The Council shall be chaired by the incumbent National Management Committee women's rep at the time.

The term of elected office for these women reps is to be two years and they shall meet face to face at least once a year to organise the programme for the Biennial Women's Workshop at Conference and the Women's Forum and any other matters which may arise from time to time.

Moved/Seconded: Hauck/Carter CARRIED.

2. It was resolved that for the 2021 election round for NMC a new position of TKM Maori Representative be established and available for a nominee from TKM who is a current financial member of the union.

Moved/Seconded: NMC/Kearns

3. It was resolved that Mervyn Read be granted Life Membership of the Union.

Moved/Seconded: Port Otago branch/Otago Rail branch

4. It was resolved that John Lydiate be granted Life Membership of the Union.

Moved/Seconded: Port Otago branch/ Taranaki Port branch

The GS spoke about how anyone who is a financial member of the union is eligible for life membership. Therefore, since life membership is the highest honour to be received from the union, in the future there is a need to come up with a criteria for granting life membership.

Notices of Motion:

1. The motion was withdrawn that National Management Committee members fill their respective position on the KiwiRail Industrial Council only if all affected members are eligible to vote that member onto NMC. If not, a separate industrial council election will be held to ensure all members can vote for their rep.

Moved/Seconded: Duncan/Millward WITHDRAWN.

2. It was resolved that as a matter of policy that all KiwiRail industrial councils have a women's representative.

Moved/Seconded: Duncan/Davidson CARRIED.

3. It was resolved that the RMTU develop and adopt a methodology for pattern bargaining for the port branches around mental health support and stress leave.

Moved/Seconded: Taana/Blakeley CARRIED.

4. It was resolved that Daniel Manu the past president of Port Taranaki and RMTU sub branch be granted Life Membership of the Union.

Moved/Seconded: Maindonald/Blakeley CARRIED.

5. It was resolved that Mike Williams be granted Life Membership of the Union.

Moved/Seconded: Telfer/Blakeley CARRIED.

6. The motion is lost that this conference consider the merits of having a youth delegate as a member of the National Management Committee. If conference supports this motion a formal remit be put to next conference.

Moved/Seconded: Blakeley/Benecke REJECTED.

John Marsh – NZCTU Runanga Rep closed Day 2 of conference with a karakia.

1830 to late 25 YEAR CELEBRATION DINNER



(l to r) Kirsty McNab, Hazel Armstrong, Jed O'Donoghue, Dave Marden, Andy Kelly, Rebecca Hauck, and Jas Giri.

Day Three

Thursday October 15 2020

Meeting Opened at 0830

Allana Ranui, Bay of Plenty rail branch secretary and Kawerau locomotive engineer opened the last day of conference with a karakia. The National President conducted a silent roll call.

International affiliations

The GS gave an update on Toll Networks in North America and the Transdev Global network. He also gave a brief report on international unions. The following videos of solidarity and congratulations on the RMTU 25th anniversary were viewed from these organisations:

1. ITF – Featuring President Paddy Crumlin, General Secretary Stephen Cotton, Asia Pacific Regional Secretary Jose Raul "Butch" Lamug, Asia Pacific Youth Representative Preeti Singh and Head of Sydney Campaigns Scott McDine.
2. ICLS – Message from President Edgar Bilayon.
3. RTBU Victoria – Message from Victorian Branch Secretary Luba Grigorovitch.
4. ASLEF – Featuring General Secretary Mick Whelan, Chair of the BAME Committee Floyd Doyle, Chair of the LGBT+ Committee David Jones, Chair of the Young Members Committee James Sutherland and Chair of the Women's Committee Deborah Reay.
5. RTBU NSW Locomotive Division – Featuring Divisional President Farren Campbell, Divisional OHS Coordinator Keith McMahon, Intercity Group Paul Dornan and Divisional Assistant Secretary Passenger Andy Holt.

Fatigue

This was a session lead by the union's health and safety organiser Karen Fletcher who gave an overview of the current work being undertaken by the Union with employers to combat fatigue. Her PowerPoint presentation covered the following content:

- Regulator's response to fatigue risks.
- The consequences of sleep deprivation.
- The scientific principles of safer rostering.

She then played a video of man who has had nine hours sleep in three days doing a car obstacle course. It demonstrated his slow reaction times and actually monitored his micro sleeps. Karen also promoted the WorkSafe reps one day course "Preventing and managing fatigue" which is best suited for health and safety reps, roster delegates, team leaders and managers. Lastly, she concluded her presentation with a short true or false quiz.

Morning Tea 1030

Certainty in work allocation: the need for guaranteed hours of work

By Ben Thompson.

Hazel Armstrong apologised for Ben Thompson and presented his Powerpoint in his absence. This presentation reflected on the Union's successful litigation around unfair rostering practices at North Tugz Ltd. The presentation highlighted the following:

1. Current labour allocation arrangements:

- North Tugz employs about 15 permanent full time RMTU members
- Hours of work are governed by the movements of vessels. Work could occur at any time over a 24-hour period, 365 days per year, as determined by North Tugz.
- North Tugz is to endeavour to give members eight hours' notice of engagement - but can give shorter notice at no penalty to North Tugz.
- Actual start times to be advised in advance – but, again, that may be brought forward or delayed at no penalty to North Tugz.
- No overtime rates – all on single time. Only one class of hours.
- Workers must be contactable at all times, and must remain within one hour of Marsden Point when a vessel serviced by North Tugz is in port (unless prior arrangements made).
- Failure to accept any engagement offered without reasonable excuse could amount to serious misconduct justifying dismissal.
- North Tugz 'guarantees' a minimum of 1300 hours per year – if less hours are made available, payment equivalent to 1300 hours will be made.

2. RMTU challenged legality of this allocation arrangement:

- CEA contained an "availability provision".
- Contrary to s 67D because there were no "guaranteed hours of work" at all.
- Even if there were "guaranteed hours of work", the AP covered 100% of hours worked – and so is still contrary to law.

3. North Tugz argued that the "guaranteed" 1300 hours meant:

- Members' performance of work was not conditional upon NTL making work available, and so there is no AP as defined in law.
- Even if there is an AP, the "guaranteed" 1300 hours is sufficient to constitute "guaranteed hours of work".

4. In conclusion the authority agreed with the RMTU in which it stated: "The work allocation system in the collective agreement is therefore an example of the burden of unpredictable workflows being disproportionately borne by employees. The lack of advance notification or knowledge as to when they will be next required to work undermines their ability to plan or commit to other activities in their personal or family lives. While the extremely flexible

method of work allocation set out in the collective agreement benefits North Tugz in terms of enabling it to meet its fluctuating business needs, this appears to have come at the expense of work/life balance for its marine employees, who are required to be available 24/seven for 365 days of the year. That is precisely the sort of situation that the Amendment Act intended to address".

Daniel Burton, remote control operator, Invercargill, thanked Hazel and gave her a gift.

NZR Railways Staff Welfare Trust

Apologies were received for Liz Lester's absence. The GS gave a brief update on the different tiers of membership which include: Group A, B, D. He spoke about the welfare houses and gave an update on the upcoming construction of the new Auckland houses. He also spoke about the NZR Welfare Trust Board which currently has four nominated RMTU trustees and four KiwiRail members.

NZCTU Conference address

CTU President Richard Wagstaff addressed delegates on the current NZ Trade Union priorities including:

- Fair pay agreements
- Holidays Act
- Sick leave
- Film industry
- Health & safety
- ERA
- WEAG
- Procurement
- Tax
- Industrial democracy
- Capacity and capability of regulators
- Pay equity implementation.

Richard also briefly spoke about Future of Work issues which emerge from COVID 19. He acknowledged the outstanding work the Union has done around health and safety. He commended the Union for its continued leadership around worker participation and its ability to listen to members' concerns and treating them as individuals.

Holly Egger, women's representative, Christchurch Rail branch, thanked Richard and gave him a gift from the Union.

Lunch at 1200

Bullying and harassment

This session was led by Karen Fletcher. She examined the Union's approach to educating members on bullying and harassment in the workplace in 2020. Karen's presentation covered the following:

- News articles on bullying and harassment cases at Weta Workshop, New Zealand Parliament, Fire and Emergency services, Defence Force, the Law Society and KiwiRail.
- Bullying as defined by WorkSafe NZ: Workplace bullying is repeated and unreasonable behaviour directed towards a worker

or group of workers that can lead to physical or psychological harm. Bullying can also include harassment, discrimination, humiliation, intimidation or violence.

- Legal duty to manage unacceptable behaviour: Health and Safety at Work Act 2015, Employment Relations Act 2000, The Human Rights Act 1993, The Harmful Digital Communications Act 2015, Harassment Act 1997 and The Crimes Act 1961.

Next Karen gave an update on the RMTU bullying and harassment survey which was still open and can be accessed on the RMTU website. This led to a group discussion on what the Union can do to support workers involved in a bullying and harassment situation. She then spoke about the WorkSafe Reps course 'Creating Positive Workplaces' and briefly spoke about the monthly working group held at national office for those who have attended the course and want to help the union put together policies and training for this growing issue. She closed her presentation by mentioning Pink Shirt Day which was the Friday following conference on October 16, and by having the attendees choose a pink item to wear from the bag of accessories put on each table, for a group photo.

UnionAID

UnionAID executive director Michael Naylor updated delegates on the work of UnionAID and its current projects. Due to Covid 19 there have been some major issues including the following:

1. Workers and Unions in South East Asia:
 - 235 million jobs have already been lost across Asia and the Pacific.
 - An economy of low paid and insecure work means they have little to fall back on.
 - Unions which have fought hard for gains in labour standards are now facing a drop in income from fees and massive demands for organising and advocacy.
 - Authoritarianism and attacks on human rights and worker rights are increasing under the cover of the pandemic and recession.
2. Garment workers in Bangladesh:
 - Over 200,000 workers have been furloughed with no pay for several months.
 - An estimated 20,000 garment workers are owed wages for work done before brands cancelled orders.
 - Union members have been targeted for redundancies and redundancy provisions are not being enforced.
 - The NGWF has helped 31,000 workers get compensation for job losses and nearly 20,000 workers reinstated.
3. Factory and commercial workers united in Fiji:
 - Reliance on tourism for 40% of GDP, Fiji has been hard hit and unemployment is rising.
 - Reduced hours, reduced wages and redundancies are key issues for the NUFCW.
 - NUFCW negotiating for work sharing, ensuring minimum wages upheld and helping workers find new jobs.
 - Donations and solidarity fund has distributed FJ\$50,000 in food vouchers to members.

4. Call centres staff risking Covid:

- Some workplaces reporting over one hundred infections, employers covering up, not testing, staff sharing headsets.
- BIEN advocating for safe workplaces, working from home and social security.
- Have pushed a bill before Congress and building workplace health and safety committees.
- Facing authoritarian government and human rights abuses.

Michael closed his presentation by speaking about how we are all in this together and how the pandemic, climate change and the race to the bottom are international struggles that demand our co-operation and solidarity.

Matthew Deacon, cargo handler, Lyttelton Port Company, thanked Michael and gave him a gift from the Union.

Conference close

The National President invited the conference attendees who had not spoken already to come to the stage to thank the RMTU staff and give them a gift for all their efforts in planning the conference. Debby Green gave thanks to the members the Vice President and the General Secretary.

The General Secretary spoke about the success of the conference which he attributed to the diversity of the attendees and the good knowledge transfer and information sharing. He encouraged all attendees to report back to their workplaces and transfer the knowledge obtained.

His closing remarks: "Grow union, grow solidarity".

The National President closed the conference with a karakia.

CONFERENCE WAS DECLARED CLOSED.



PRESIDENT'S ADDRESS

Nga mihi mahana ki a koutou katoa, Warm greeting everyone and welcome to our 2020 Biennial National Conference, and to the 25th Anniversary of our Union – Rail and Maritime Transport Union.

I would like to use this report to look back over the 25 years of our Union and to take a bird's eye view of the evolution of our Union. Those of you that know how I think, will know that I try to keep things simple and brief.

Many of us in this room today witnessed the birth of our Union back in 1995, on the first of May, May Day.

We have certainly come a long way since then. In 1995, what we had in common was we all came from the Transport Industry. We came from different sectors like Rail, Maritime and Trucking. At the start, we knew very little about other sectors, and very little about other people from the other sectors. This collective movement that we built, came from a long and proud history of Rail workers. A long and proud history of Maritime workers, and a long and proud history of trucking in New Zealand. There is well over one hundred years of history in each sector.

From 1995 when we amalgamated, our members spent time understanding, gauging and cementing this Amalgamation of transport sectors. Over the years, I saw how eager and willing our members were, getting to know other members from different sectors, learning with each other, and eventually communicating and meeting more frequently.

This growth in knowledge of each other, I believe, placed us in a unique, strategic and privileged position. Over the years, we clearly saw each others' struggles, aims and ambitions. We saw and understood the common issues, and then fought, supported and stood strong for each other, with more effect and more determination. This has shown immense gains and displayed to all watching, the power and influence that we collectively hold.

We have all witnessed the following with our employers and companies. We have all seen them come and go. We have all seen CEOs come and go. We have all seen management structures change, then change again. We have all seen company names change, company plans and initiatives come and go. All these changes have happened over the years with one constant, with one undeniable stronghold. Our union, Rail and Maritime Transport Union. When it comes to the Political landscape, our union is either revered, feared or respected. When you look back over the years you will find many examples of what we as a union have changed or stopped with various Governments and with different political parties.

There are many reasons why we have enjoyed and maintained our power, influence, and growth. We have had and continue to have great leadership. Leadership that has for the most part, come from our members moving through the ranks. Taking on the tasks of Activists, Delegates, Organisers, and more.

Now to break it all down and simplify the past 25 years with a clear message. The one huge stand out for me, comes back to the membership of our Union, from past to present. The way we operate, the way we make informed decisions, the way we debate, pull apart, analyse, then act, all comes down to our Union that is driven by our membership. As I have said many times around Aotearoa, may that long continue for our Union.

Now, looking to the future, I say that our Union has the potential to become better, stronger, and more influential. We have done an amazing job to this point so let's continue to build on the solid foundation we have now. As all our publications state, divided we beg, united we bargain.

One thing we must do before we start building the next phase of our future, is to toast our successes on this historic and important occasion. We all deserve to celebrate and celebrating together is something we need to, and will do more of.

So please, enjoy our Conference, and also our 25 years as ambitious, dedicated, powerful, hard working and proud unionists of our Union, the RMTU.

No reira, Nga mihi nui ki a koutou katoa. Tena koutou, Tena koutou, Tena tatou katoa.

THE 22ND ANNUAL REPORT OF THE NATIONAL MANAGEMENT COMMITTEE

This is the twenty second and fourth biennial report of the National Management Committee and deals with the period from November 2018 to October 2020 and the financial years 1 July 2018 to 30 June 2019 and 1 July 2019 to 30 June 2020.

The NMC takes great pleasure in welcoming you to YOUR fourth biennial delegates' and twenty fifth year anniversary conference. We will all share in a celebration of our 25th anniversary and the gains and achievements of the last twenty four months of our Unions operation to enable us to plan for the next two years which will be reported to Delegates Conference 2022.

There is much to celebrate and feel "Proud to be RMTU" about, as we have had a full and busy two years and our financial and organising survival of the Covid 19 pandemic.

The Union's staffing has seen changes during the period covered by this Conference.

Our costs associated with the activities of the union namely bargaining, training and branch organising have by and large remained within expected budget parameters over the last two years. The standout exception to this statement is of course the closure of Dunedin Railways where we experienced unbudgeted expenditure and the sad reality of members losing their jobs. Income from investments has continued to decline with returns in keeping with the very low interest environment prevailing within the NZ economy and globally with only one branch receiving a strong return from their equities. Our costs to do with litigation have continued to increase with industrial activity, campaigning, political activity and support, employer aggression against members, delegates and the Union in general and ACC related matters continue to run at high levels in-line with the physical work done by members and the aging nature of the workforce.

We continue to experience some problems in utilising our loyal and hardworking key Branch officers/delegates due to the shiftwork nature of employer operations, high density of locomotive based Union officers and the increasing number and diversity of players in the rail industry which makes it difficult for us to have delegates released for all manner of union related activity. The fact we have a large number of key reps in a single occupational class does not assist us in being able to readily access their skills for union work. Training is an area that has been given a strong focus again during this two year period and we have commenced trialling the use of Zoom for delegate skill training. We continue to be frustrated that our education efforts are often stymied by the employer declining leave applications or promoting into management ranks our newly identified and trained leaders. We are also on occasion struggling to get the necessary numbers released to form decent and effective class sizes.

All in all though you would have to say we have had another successful two year period of operation with the vast majority of members expressing favourable views on our Unions overall performance.

Covid 19

On 14 March 2020, the prime minister announced that almost everyone coming into New Zealand would have to self-isolate for 14 days. This was among the earliest and toughest self-isolation measures in the world, which, a week later, would lead to a complete lockdown of our borders. "We're going hard and we're going early," Jacinda told us. "We only have 102 cases, but so did Italy once." During the next two weeks of lockdown, New Zealand saw a steady decline in the number of new cases. As we write this NZ has had 22 deaths attributed to Covid 19. The NMC view is that our coalition Governments response has offered a model response of empathy, clarity and trust in science. As a nation our



leaders put health before the economy and urged us all to be strong, be kind.

We believe that NZ was privileged to have a kind Government in power who saw benefit in investing in people and not following an austerity approach as previous Government did following the GFC. On 17 March the Government announced an initial \$12.1bn response package to protect the health and wellbeing of Kiwi's. The package was about protecting New Zealander's health, protecting the vulnerable, protecting livelihoods, and ensuring the quickest recovery possible on all fronts. A second response was announced on 15 July when the second wave of infections hit the country after 102 days of returning to normality there was a return to community transmission of COVID-19. There was always an expectation that we would see a second wave and so it has been proven. Again we saw the government act decisively and move to Level 3 in Auckland and Level 2 throughout the rest of the country until it was re-evaluation on 26th August. As this report is written Auckland is at level 2.5 and the rest of NZ remains at level 2. The planning for Conference is now being done on a belief that when conference occurs we will be under level 2 restrictions. You need to keep your distance from other people in public, wash your hands, sneeze and cough into your elbow, keep a track of where you've been and who you've seen, and wear a face covering if you can.

Most of our members are deemed essential workers and so they were and are required to work and have been at the riskier end of the spectrum with regard to viral transmission. Some companies have been very good at implementing restrictions, providing PPE and discretionary payments for those who are over 70, or immunocompromised (or have a family member who is immunocompromised) and have maintained regular communication with their employees (take a bow KiwiRail). Others have not been so good, to varying degrees.

Take Transdev Auckland for example. After earning praise from the Union because it essentially put in place the KiwiRail precautions and payments, it has reverted to type under the second wave and will now make immunocompromised employees who decide to stay safe in their bubble and not go to work use their sick leave, in the first instance and then annual leave, followed by leave without pay. This is shameful and hardly in the spirit of the team of five million.

Our members are at the sharp end of the COVID stick. Without them the country grinds to a halt. To force them to use sick leave and annual leave is morally reprehensible when they are protecting themselves and their families (and the wider community including pressure on health providers). To provide them with no discretionary leave after their entitlements have been used up compounds the disgraceful behaviour. Of course, Transdev was not alone. CAF for example went this way during the first lockdown. What it does show is that private companies are far less likely to be concerned over the welfare of their employees. The compulsion to return profit to shareholders and owners, above the health of workers, displays a profit before people mentality. It is the RMTU's position that all workers in essential employment should be guaranteed quality PPE equipment and, if immunocompromised (or who have a family member who is immunocompromised) or over the age of 70, must be paid to take discretionary leave until the whole country has returned to Level One. To not do this will lead to these workers taking risks and compromising their health, and the wellbeing of others through having to make the choice between paying the rent or groceries, or staying safe and healthy.

THE UNION

Union Financial Management

The National Management Committee continues to adopt a cautious and prudent approach to financial management which embodies a philosophy of the Union living within its means. Our objective is to always strive to attain a financial surplus result on the basis of our member subscription income supplemented by investment income on reserves. In the year ended 2019 the Union achieved an income over expenditure surplus of \$322,367.00 and this year (2020) the National accounts are again in surplus by \$652,925.00 income over expenditure. The strike fund reserve balance for 2019 was \$529,845.00 and in 2020 is \$579,684.00. The solidarity fund reserve balance for 2019 was \$148,925.00 and for 2020 is \$173,204.00

The National Management Committee is cognoscente of the current economic situation of NZ post Covid 19. Union staff wage increases are indexed to the KiwiRail MECA and so internal general wage costs for the Union increased from 1 July 2018 by \$1.63ph. Staff wage costs are the largest single expenditure item for the Union. The Union membership fee was last increased by \$0.10 at 1 December 2019. No fee increase is proposed for this year. A budget for the current year has been prepared and this will be discussed as a specific agenda item in Conference. Union policy requires the NMC to prepare non deficit budgets. The budget therefore indicates what the financial situation should be provided there be no major alteration to expected or foreseen cost to the Unions operation. We will have to monitor expenditure during the year but of course there are many items of expenditure that the Union has little or no control over that may arise during the year.

The National Office moved to internet banking in 2018 and adopted the Xero accounting platform so as to be cloud based. The Kaikoura earthquake reminded us that having our accounts based on the Unions computer server made us vulnerable to data loss. Covid 19 has reinforced the wisdom of making this move. The BNZ provides financial services to the Union and has advised that they will be ceasing to use or take cheques from 1 July 2021. The audited Financial Statements for the financial year 1 July 2018 to 30 June 2019 and 1 July 2019 to 30 June 2020 have been distributed and will be tabled for adoption and discussed during this conference. The NMC calls for the approval and adoption of the financial accounts.

STAFF

Our National Union team of paid staff is a significant asset. Debby, Chelsea, Karen, Todd, Rudd, Phil, John and Dasha gave high levels of professionalism and productivity during a period of this report. Our Union continues to benefit from having a committed and professional workforce, both industrial and administrative. Workloads for staff continue to be challenging at times. Our industrial/organising staff program branch visits within their regional responsibility on a “systematic” basis. This systemisation has a cost associated with branch visits which have increased year on year but the profile of the Union amongst members and key support for delegates remains at a high level as a result.

Debby Green is our administration officer with her principal role being the administration of the Union’s finances. She is plan Secretary to the Ports Retirement Plan and of the Locomotive Engineers Sickness, Accident and Disability Fund. We are very pleased to have Debby in our team and she is an assiduous guardian of the Union accounts.

Chelsea Cardy is the National Office administration assistant. Chelsea is the first contact point for the Union and does so in a professional and pleasant manner. The administration position is a key support role within the National Office and we are very pleased to have Chelsea in our team.

Karen Fletcher is our H&S Organiser. She is employed part time on 28 hours a week. To say she has been busy during the period covered by this report would be an understatement. Karen is our undisputed resident expert on all things H&S with a particular focus on fatigue and asbestos. She is an integral member of the Industrial organising support team of the Union.

Brian Gilkison was our part time Lyttelton Branch Secretary during most of the period covered by this report. Brian resigned from the position for personal reasons and at that time the Union reviewed the funding and function of the role. A decision was made by National Office and the Lyttelton Branch to normalise the role and the national office funding ceased. The position is now entirely funded by the Lyttelton Port Branch and so this will be the last occasion that the role will be listed within the NMC staffing report. The NMC wish to acknowledge and thank the many members who have filled this role over the years. Rudd Hughes is our regional organiser for the Northland/Auckland region and has an office in the Westfield KiwiRail Freight Building. Amongst his roles Rudd is the Organiser responsible for supporting the KiwiRail Mechanical Industrial Council. Rudd has the smallest geographical area but the highest membership density of any organising staff member. He is responsible for Northland Port/Rail and Auckland Rail branches. Rudd is the advocate for the Transdev Auckland, Caf, Toll Networks and NorthTugz Collective Agreements.

Phil Spanswick was our organiser for the central/eastern regions of the North Island from 7



April 2008 to 3 July 2020. During this time Phil was based in our Mount Maunganui office and provided strong and effective support to our Waikato, King Country and Hawkes Bay rail branches and the Bay of Plenty and Hawkes Bay port branches. A very moving retirement “do” was held in the Mount on 3 July but the main public recognition of Phil’s contribution to our Union will be during this Conference which he is attending with his partner Sue. Phil was employed by the RMTU for 12 years

Dasha van Silfhout joined the RMTU on 8 June 2020 and is our organiser for the central/eastern regions of the North Island. Dasha will continue to be based in our Mount Maunganui office and she will be responsible for supporting the Waikato Rail, King Country and Hawkes Bay Rail branches and the BOP and Hawkes Bay port branches. Dasha is unfamiliar with the rail environment but is experienced with the Ports environment having been a stevedore worker and a Union official for another Waterfront Union. Dasha has been on extended sick leave since her employment for a serious illness.

Todd Valster is based in the Wellington Office. Todd is the lead staff member on the KiwiRail (Freight) Industrial Council. Todd has relieved as General Secretary during periods of overseas travel and other absences by the General Secretary. Todd is responsible for the Palmerston North Rail, Taranaki Port/Rail, Hutt Shops, Wellington Rail, Marlborough Port/Rail and Nelson Port branches.

John Kerr is the South Island organiser. John is the lead staff member on the KiwiRail Networks Industrial Council. John has delegate training as his speciality area. He is responsible for the Canterbury Rail, Lyttelton Port, Otago Rail/Port, Southland and West Coast branches. John has the largest geographical coverage of any of our organisers. Armstrong Thompson Law’s team provide advice to the Union for Health and Safety, Employment Law and ACC areas as required. Hazel is currently a Union nominee on the KiwiRail Board. Hazel also provides a mentoring role for Karen Fletcher thereby ensuring Karen’s ongoing development in her H&S specialist area. Ben Thompson and Hope Farquhar share our Mount Maunganui Office and we are appreciative of the work they do in support of our members. Ben had a very good victory in the Authority with our NorthTugz Hours of Work case and has been very busy with many cases with Rudd and our Transdev Auckland members being particularly heavy users of his services.

Geoff Davenport Barrister provides high value, quality support, advice and advocacy on our more complex legal/Industrial matters.

The Union utilises the services of Ron Dubin, who is based in Diamond Harbour (across the harbour in Lyttelton), for Union membership database maintenance. During the period covered by this report he has made many valuable adaptations to our Microsoft Access based database to enhance its value and fitness for purpose to the Union.

The National Management Committee would like to record their very sincere appreciation to staff for another productive two year’s effort on behalf of members. Thanks to Debby, Chelsea, Karen, John, Todd, Phil, Rudd and Dasha.

Training

The Union cannot expect to have high quality delegates without investing in this area. Delegates and our voluntary branch officials are the backbone of our Union. There is no doubt that without them this Union would not be able to undertake many of the functions that we do nor do them as well. The NMC wishes to formally recognise and acknowledge the work of our many passionate, hardworking and loyal branch delegates and officials. The Union notes that a number of our key branch officers and delegates have been targeted by their employers for special treatment owing to their Union work. We thank them for their continued commitment in these trying times and they can be assured that the Union will strenuously defend their ongoing employment.

The industrial organiser for the region is responsible for training delivery with all arrangements being handled out of National Office. In many cases though we have used John Kerr to assist the local organiser with the training. Delegates who have been trained have also had to complete assessment forms and samples of these are available for the Ministry of Business, Innovation and Employment for statistical purposes.

During the period of this report the Union has joined with the NZNO, PSA, PPTA, DWU and the CTU to be the sponsor partners of the Workers Education Trust or Worksafe Reps (its

marketing name). The Union sponsors each provided \$20000.00 in seed capital for the Trust. The Union has the Trust listed as its preferred trainer for H&S reps with employers we have Worker Participation Agreements with. Karen Fletcher is a trainer with the Trust and Wayne Butson is the Chairperson of the Board of Trustees of the Trust. Peter Scanlan is the appointed Executive Officer of the Trust. The Trust has had a windfall gain in finality during the Covid Crisis as training has moved over to digital platforms like Zoom which have lower overhead cost of provision. This has enhanced the financial situation of the Trust.

RECRUITMENT

At Conference 2018 we reported that our membership was 4508 (full time) and 262 (casual) giving a total of 4770. At year end 30 June 2019 we had 4676 (fulltime) and 201 (casual) giving a total of 4877. An increase in membership of 107 for the year. At year end 30 June 2020 we had 4813 (fulltime) and 232 (casual) giving a total of 5045. An increase in membership of 168 year on year!

We continue to experience high membership density within KiwiRail and Transdev's Wellington and Auckland operations. The staff undertake regular mapping exercises within their patches during the year and we also utilise regular employer information to identify non-members as effectively as we can but the best way is for YOU to monitor what is going on in YOUR workplaces by way of new faces etc.

We remain convinced that whilst we are maintaining strength and density within the operational areas we have sliding density within the clerical-admin type occupations with our employers. This is in part why we have identified pay discrimination in the use of scale 1 by KiwiRail in our view. The absence of Union oversight and accountability is permitting bad employer behaviour. We simply must do better.

We do not use the Safety First logo exclusively as we interchange it with the Stronger Together logo as it suits the tone of the publication and reinforces the messaging of the need to maintain high density through persistent recruitment.

We MUST recruit all rail industry workers into the RMTU. We all know that the members and rank and file delegates at the coal face are the best recruiters. All delegates need to be observant and use every opportunity to talk union to workers from any contractors undertaking work within the rail corridor.

We have wage minimum requirements for contractors to Rail industry employers but the effectiveness of this is absolutely dependent of strong vigilance and policing by members and to date few cases have been reported to the Union. Where they have been reported we have been quickly able to have compliance with the CA enforced.

The Ports Forum continues to recognise that the same can be said for the waterfront. As more stevedoring contracts go out to open tender we are seeing an ever greater mix of work being undertaken by our members and a greater mix of stevedoring companies within ports. In some areas our members are losing work to companies like ISL, ISO, QM and Qube and so if we are to maintain our conditions of employment or to improve them we must maintain our Union density within the port. We simply must recruit all workers employed with a linkage to a port. We need to be vigilant for Union amalgamation opportunities on the waterfront as it remains our Unions policy to achieve one Union on the waterfront like it is in rail.

We need to remember that whilst it is important to have a Union presence it is essential to have a strong and effective union so as to deliver power and influence in the workplace. The only way of doing this is by having high-density levels of Union membership and activation of members. It is essential that those activist delegates who have undertaken advanced skills of organising training utilise the skills taught, by applying the techniques learned back at the workplace. The key to a strong and effective Union is not just membership - it is in the level of activity undertaken by delegates on behalf of members and the individual members' levels of engagement.

COMMUNICATIONS

The Union's website www.rmtunion.org.nz continues to be well utilised. We have very good website statistic info and this shows that it is being heavily "hit". It is hoped that during the period between now and Conference 2022 we will be able to revamp and update our website presence. This was planned to occur during the period of this report however

workload's and events overtook this occurring..

The website contains links for all publications, press releases and "Hot Topics" or anything else we can think of that may be of interest to members, delegates and the public. We are able to directly edit the website and this has reduced the delay in the material appearing on the site. The website remains a very important part of the Union's communication strategy with members and the rest of the world.

Our regular, and on occasion irregular, newsletter "The Activist", which is sent to all RMTU officials and delegates, is an important means of ensuring that key members are kept fully informed of current issues and Union activity. We try to avoid sending out the entire document to save on bandwidth, we normally just send the website link. While we have the occasional controversy or legal threat about some of the contributions to the Activist it is generally regarded as "a bloody good read". Distribution is mostly by email but for those delegates who we have no email address for we mail out a hard copy. Some delegates fail to post the Activist on notice boards, however managers always appear to print it off as it is very amusing to go into a manager's office and notice a copy of the activist on their desk. Notice boards are an important focus for Union information including the place where the Activist and Transport Worker magazine should be posted.

"The Transport Worker" magazine continues to play an important role in portraying the Union in action and encouraging members to identify with the Union through the regular use of photographs and branch reports. It is our pinnacle publication and involves the greatest cost of production. It is placed on the website in pdf format for download if one chooses to do so. It is supposed to be 24 pages in size but seldom is. We see this as a good news item as clearly we have lots of important and newsworthy issues to report on.

Telephone and mobile communication with Union Staff is essential for our organising effort. The industrial staff endeavour to give priority to being available for delegates and branch officials to discuss issues and provide advice and the National Management Committee is well aware that systematic regular workplace visits by organisers are important to many members. All industrial staff have systematic visiting schedules so that members and delegates can be confident of the days/dates that a visit by a Union Organiser will occur. A now significant number of Union branches have initiated closed group Facebook pages as a means of improving communication with branch members and to facilitate advice of key issues, meetings etc. Responsibility for the oversight of these groups lies with the regional organisers and key branch officials.

Many branches have also set up text groups and this appears to be delivering benefits in terms of quick and seamless internal communication. This has proven to be really affective during campaigns or periods of industrial action. The RMTU has continued to refine and update Union promotional material during the period of this report.

The Union commissioned Peter Franks to write a book chronicling the history, formation and first 25 years of the Union and the book will be formally released at the Conference Dinner on 14 October. Paul Corliss and many others have been of great assistance to Peter in the production of the book and we are grateful for their help and assistance. The RMTU was formed on Mayday 1995.

ACCOMMODATION

The Union's National Office has been working out of level 1 of the Tramways building 1 Thorndon Quay during the reporting period (since 1999). The premises are shared with Armstrong Thompson Law. The National Office lease was renewed in 2019 for 3 years at \$55k plus GST.

The Lyttelton Union Office is in an office leased locally in Lyttelton. The South Island Organiser has an office in the KiwiRail Ensors Road facility and the National Union leases a photocopier/printer/scanner for the office.

The Auckland Union Office is based at KiwiRail's Westfield terminal. We have a telephone and fax line provided by KiwiRail. We gratefully acknowledge the generosity of KiwiRail. The organiser has a laptop computer and a lease printer/scanner/fax supplied.

The Mount Maunganui office is in a prefab sited adjacent to the KRMS site within the Mount Maunganui rail yards. This office was used by Phil Spanswick up to 3 July 2020 and latterly by Dasha. The office is also widely used as a meeting spot for Rail and Port members. The

building also accommodates Ben Thompson and Hope Farquhar from Armstrong Thompson Law since mid-2015. The cohabitation relationship has delivered tangible benefits to the Union to date.

The Union has other employer supplied Union office space in a number of rail branches and this support is greatly appreciated by the Union.

BRANCHES

The Management Committee would like to once again acknowledge the very important work undertaken by our honorary branch officials and delegates. Our honorary officials and delegates are the backbone of our Union and their active participation is a key to our organised industrial strength. The best way of ensuring that we do not suffer from delegate burnout is to have more than one delegate per worksite and provide them with training for the task. Organisers are required to undertake systematic branch-mapping exercises to ensure that all sectors and sites within their branch responsibilities have full delegate coverage. If there are gaps they are to endeavour to fill them.

It is acknowledged that active branches go through funds. Where funds are exhausted, owing to branches being active, the General Secretary has authorisation to approve additional funds being allocated to those branches.

Our fundamental platform of being a national Union built upon a branch structure foundation is unchanged. This reflects the objective of branches being able to project power and influence to members at a workplace level. In order for the National Union to be successful we absolutely must have effective and powerful branches with active and committed officers/delegates and members. Some branches (mainly the rail branches) which have their skills base locked into one or two key figures continue to struggle in the new multi operator rail environment as their employer is most reluctant to provide paid work time for them to go off and fix another company's issues with members. This is why we have to ensure that every worksite or sector has effective delegate(s) within a branch. This can be accomplished by having members and delegates stepping forward and by us providing appropriate training and support. It is essential to our future that branches work effectively.

The NMC especially notes the celebrations that occurred this year when Hutt Workshops commemorated its 90 years of existence. We also noted the official reopening of Hillside Workshops on 30 October 2019 as promised by Labour.

PORT FORUM

In the year between Conferences the Union convenes a National Ports Forum. This enables delegates and Observers from all of the Unions Port Branches to come together to discuss matters of mutual concern and to develop strategies on how best to maintain and improve conditions of employment for our members engaged on the NZ Waterfront. Another primary focus is to grow Unionism on the waterfront and membership of the RMTU. The Forum in 2019 was held 23, 24 July in Wellington. A report of the Forum was published in the Transport Worker September 2019 at page 7. The NMC continues to see very real benefit from the holding of this forum and so supports its ongoing format. The waterfront will remain a continuing area of ongoing work during the coming two year period between Conferences.

WOMEN'S COMMITTEE MEETING

In the year between Conferences the Union convenes a National Women's Forum. The Forum was held in Wellington and comprised Women delegates and representatives from rail and port branches of the Union. A report of the Meeting was published in the Transport Worker September 2019 issue at pages 10 and 11. The NMC see very real benefit from the holding of this between Conference meeting and so supports its ongoing format. There remains much work to be done by the Union to improve the recruitment, employment and working conditions of women members in Ports and Rail. The Women's meeting on day 1 of Conference 2020 will elect the committee members for 2020/22 to the plenary session for adoption. There is a remit to Conference which formally adopts a womens structure for the Union.

The Union celebrates the strengthening and engagement of our women members. There is an active RMTU Women's closed group Facebook page to assist unity and communication.

RMTU Women have participated in the ITF Women's Conference, WIMDOI Conference in Tasmania, the ITF Maritime Roundtable in Sri Lanka and the ICLS Forums during the period of this report.

BARGAINING

The Union has a number of Collective Agreements which all require resourcing at negotiation time. Many are joint Union negotiations and that presents its own challenges on occasion. Some are of a short duration (12 months) and a number are of a longer duration (24 months etc). Many employers have more than one CA for example Port of Napier has 2 collectives and Lyttelton has three. The employers with which we have Collective Agreements include;

KiwiRail Group

CentrePort Ltd

Transdev Transport Auckland Ltd

Transdev Wellington Ltd

Hyundai Rotem Limited

CAF NZ Ltd

Ixom Operations Limited

Lyttelton Port Company Ltd

North Tugz

Northport Ltd

C3 Limited

Port Marlborough (NZ) Ltd

Port Nelson Ltd

Port of Napier Ltd

Port of Tauranga Ltd

Port Otago Ltd

Quality Marshalling

Prime Port Timaru

Dunedin Railway

Toll Networks

Port Taranaki Ltd

Champion Flour Milling

Quality Marshalling

Pounamu Travel Group

Steam Incorporated

Glenbrook Vintage Railway.

During the two years we have maintained our strategy of endeavouring to transfer as much bargaining cost as we can to employers.

The Coalition Governments repealing of the amendments to the ERA implemented by the previous National Government during recent parliamentary terms has restored many of our collective bargaining rights and strength on behalf of members. Should Labour be re-elected to the Treasury benches in their own right we look forward to them implementing greater "Promotion of collective bargaining" and Fair Pay Agreements.

During the period of this report we have undertaken strike action with Caf. We issued partial strike notice which the employer escalated into a lock out situation. The Union used funds from the Strike Fund to support members and we had considerable Union Solidarity support from Unite, First, NZNO, Junior Doctors and PSA. The NMC wishes to thank our comrade unions for their support.

In 2017 the Union negotiated its first Collective Agreement with a rail heritage group for the operation of the Marlborough Flyer. During 2019 we added Glenbrook Vintage Railway to the MECA and this agreement now forms a solid foundation on which to build the RMTU's power and Influence in the heritage sector.

In 2019 we negotiated we renegotiated the MECA with Transdev Wellington and Hyundai Rotem in an environment of high expectation of a struggle. In the end the MECA was renewed with good mid term increases and Transdev becoming a LivingWage employer during the term with the lifting of the Passenger Operators rates.

Lyttelton, Tauranga, Napier and Port Chalmers were also challenging negotiations but we have been successful in renewing on just and agreed terms all of the Port Company CEA's during the period of this report.

NMC wishes to record the stellar work of all our branch Officers and rank and file delegates during these periods of bargaining. We could not get such great outcomes without our passionate and positive delegate cohort.

OTHER UNION PICKET AND STRIKE ACTIONS

Between Conference 2018 and now members have assisted on a number of other Union's pickets or industrial actions. We have always honoured Union pickets where encountered by members during their work. The Union has a national Policy of not crossing other Union Picket Lines unless directed to by the NZ Courts.

We have of course provided solidarity picket activity to a wide variety of other Union disputes throughout NZ. The actions of branch officials in organising this activity is appreciated. Of particular note is the solidarity actions undertaken by Port Branches in relation to supporting the NZCTU opposition to the importation of Sahrawi blood phosphate by Ravensdown Fertiliser. The RMTU has been in close contact with the protest group Polisario relating to this action.

The Union has made donations to other Union's in support of workers struggles both domestically and internationally. In our view this solidarity action and support is what Unionism is all about.

NATIONAL MANAGEMENT COMMITTEE

The National Management Committee responsibilities and powers are expressed in Rule 18 of the Union's Rules and Standing orders. They are responsible for the good governance of the Union and the oversight of the actions of the general secretary.

The National Management Committee has held 8 meetings during the course of the 24 months following last Conference. The meetings have been a mix of face to face and virtual using Zoom video conferencing. NMC is made up of 2 port reps, Auckland and Wellington reps and 2 rail reps and 1 Woman's rep. The National President and the General Secretary are also on NMC. A total of 9 positions. The NMC members and National President are elected to 2 year terms and the General Secretary to a 4 year term. This entire NMC is due for election in 2021 and is currently formed by President Aubrey Wilkinson, Vice President Howard Phillips, General Secretary Wayne Butson, Andy Kelly, Shane McNae, Jas Giri, Jed O'Donoghue, Rebecca Hauck and last but by no means least Dave Marden.

During the year the NMC has been robust forums for debate at times. This is healthy and we would have it no other way. NMC has provided excellent leadership to the Union and members can feel proud in their selection of the incumbents.

The NMC noted the deaths of former General Secretary of the LEA Dick William's, former Harbour Workers Union President and past Vice President RMTU John Murfitt and past Seafarers Union President Dave Morgan with deep sadness and sympathy to friends and family.

Members of the NMC also have representational responsibilities in other areas. Howard Phillips and Jed O'Donoghue are on the KiwiRail Industrial Council; Jas Giri is on the Transdev Auckland JCC. Shane McNae is on the Mechanical Industrial council. Members of NMC are also engaged in the appropriate collective bargaining forums. They have also represented the Union at events and assisted with branch issues as required. The National President and Vice President have deputised for the General Secretary at CTU National Affiliate Council and other meetings.

IEA MEMBERS

The Union continues to provide services to members on Individual Employment Agreements mainly with employers within the rail industry. IEA members are normally serviced by fulltime union staff thereby ensuring the confidentiality of service to members and avoiding any possible conflicts of interest. During the reporting period we have seen an increase in the number of members wishing to return to coverage within the KiwiRailMECA. There appears to be some employer resistance to this occurring. We are also getting some interest from IEA members on the merit of initiating for a management collective agreement. We

have seen this before and it has always come to nought.

CAMPAIGNS

The RMTU is a founding member and ongoing supporter of the Living Wage Campaign

The RMTU is a supporter of the Straight to Auckland Airport Rail Campaign

The RMTU is a supporter of the Auckland Cross Harbour Rail Link Campaign

The RMTU is a supporter of the Grow Northland Rail Campaign

The RMTU is a supporter of the Grow Northland Rail Campaign

The RMTU is a supporter of the Stop The Use of Methyl Bromide Campaign

The RMTU is a supporter of the Hamilton to Auckland Commuter Trains Campaign

The RMTU is a supporter of the ITF's "Right to Flush" Campaign and has had a number of wins since its adoption

The RMTU successfully campaigned to retain the use of Electric Locomotives on the NIMT and have continued to push for the refurbishment of the locomotives to progress

The RMTU unsuccessfully campaigned to retain Napier Port in public ownership but did get significant concessions from the sell down promoters as a result of the campaign

The RMTU continues to retain Train Managers on all Auckland suburban commuter trains

The RMTU has a "Fight Fatigue" campaign that it actively promotes amongst members and employers

The RMTU initiated a "Let's keep Dunedin Railways Rolling" campaign when the company announced its mothballing and a report on this campaign will be submitted separately to Conference

The RMTU has a "Just Say No" (red card) campaign that it actively promotes amongst members

The RMTU lends its support to all NZCTU lead and inspired campaigns.

The RMTU lends its support to all ITF lead and inspired campaigns.

HEALTH AND SAFETY

Following the Union's 2019 'Fighting Fatigue for safety campaign', the union has worked with both KiwiRail, and Lyttelton Port to jointly develop a Fatigue Risk management systems. The High Performance High Engagement model of facilitation and decision making has been used for both projects. The KiwiRail fatigue risk management system includes, a fatigue management standard, fatigue education, fatigue leave, reporting processes and a joint RMTU/KRG fatigue monitoring group known as the Fatigue Safety Action Team. The LPC joint group have recently signed a Terms of Reference and are developing a fatigue risk management standard.

The Union continues to work with KiwiRail on long running safety initiatives such as rail tunnel safety, rewriting and simplifying the rail 'rule book', SPAD reduction, fatigue risk management, people vs plant and asbestos management. The joint work to support and empower Health and Safety Action Teams (HSATs) has picked up momentum this year with the development of a HSAT portal, HSAT Chairperson training, standardised minutes template, HSAT recognition programme, joint branding for H&S reps, HSAT newsletter and formalized HSAT training. Health and Safety Rep elections will be held in KiwiRail in October 2021. The Union has Worker Participation Agreement's with KiwiRail, Transdev Auckland, Transdev Wellington, Lyttelton Port Company, Port Nelson and Port Napier. The RMTU and KiwiRail finalized a joint standard (policy) to support members who've been exposed to a work related traumatic events such as exposure to a level crossing incident. The standard includes a process for peer buddy support, counselling support and paid rest and recovery time and managed return to work to reduce the risk of mental harm that can occur following a traumatic event.

Since late 2019 the RMTU has attended KiwiRail's monthly Health and Safety Executive group meeting known as 'OPSHE'. OPSHE receives KRG's monthly health and safety reporting information and is the escalation point for health and safety issues and initiatives. OPSHE reports to the KRG Board.

Bullying and Harassment is a developmental area of activity for the Union and an Upstanders and Creating Positive Workplaces is being rolled out presently. An RMTU working group of members is working on raising awareness regarding the issue. The Union is promoting the Worksafe Reps course called 'Creating Positive Workplaces' which provides

practical information to H&S reps and Delegates on how they can support members who've been exposed to harm from bullying and harassment.

The RMTU red card was developed in December 2014 as part of a strategic campaign to educate and encourage workers to use their right to refuse unsafe work. The RMTU red card has been integrated into Delegate Education, Branch AGM's and Just Fair Culture Training. This has been a very successful initiative and empowers workers to ensure good safety practice in the workplace. The Union has developed an online 1-hour online module has been developed and trailed via zoom which can be delivered as part of online delegate training or as a stand-alone module.

The Just Fair Culture (JFC) Programme was rolled out in March 2016. Hundred's of KRG Delegates, H&S reps and managers have been trained in the process. The RMTU and KRG jointly facilitate the training. JFC is a tool for Delegates/ H&S Reps and Managers to use to identify how unsafe systems have led to unsafe behaviours, with a view to addressing unsafe systems. The Just Fair culture training material is due for review which will be a priority in 2021.

The rail safety regulatory framework has been in place largely unchanged for 15 years and recent external reviews have identified potential safety risks. The RMTU is a member of the National Rail Industry Framework (NRAIF). The purpose of the group is to work with the rail industry and Regulators to identify and implement solutions to rail industry wide matters. The RMTU is currently participating a working group to develop common principles for assessing risk in rail.

Maritime NZ and Worksafe NZ have begun facilitating a Ports Industry Health and safety working group to improve health and safety in the sector, however Maritime NZ have ceased progress on this work since April 2020 due to their resources being diverted to Covid related work.

The RMTU continues to be a sponsor and promoter of the Workers education training trust or "Worksafe Reps". The General Secretary is the current chair of the Trust. Since the 2019 RMTU conference the RMTU contributed to the development of the new one-day course called 'Preventing and managing fatigue', which is available both on-line and face to face for Health and Safety Reps, Delegates and Managers.

ACCIDENT INJURY SERVICES

The Union partnered Injury Management Programme continues to be well accepted and implemented within our rail employers.

The NMC believes that it is accepted that IMP is beneficial both for the employer and for the injured employee but it is vital that we remain focussed on the critical role which the delegate plays as the advocate for the injured member in ensuring that the negotiated return to work arrangements are acceptable and fair. Return to work arrangements should not be implemented on behalf of any Union member until they have been signed off in writing by the Union delegate as being agreed by and acceptable to the injured Union member. The Union is discussing with KiwiRail the concept of running IMP training workshops for managers and delegates.

The Union continues to offer members advice and support with ACC claims. Organisers deal with the issues as far as they can but legal backup is provided where required. A number of cases have been referred to Armstrong Thompson Law and our success rate has been very good. In 2018 we reported that a stand out case for the NMC during that period was the Whole Body Vibration case for an ex LE "George Whyte" which was successful and would act as a precedent for others into the future. We can now report that we have a second WBV case which has been declined by Aon on behalf of KiwiRail and so we have commenced litigation review of their decision. This is an area that requires more promotion amongst LE's as we have anecdotal reports that even doctors are reluctant to lodge claims for WBV. This must change.

The Union is a member of the ACC Futures Coalition, supports the Woodhouse principles and opposes any reduction to the services and benefits of ACC.

The IMP process is clearly laid out in the Union H&S Handbook which is being updated presently.

The RMTU continues to be affiliated to the NZ Council of Trade Unions.

Under the CTU structure the RMTU has direct representation to the National Affiliates Council and the General Secretary has represented the RMTU at meetings during the two years. Aubrey Wilkinson the President and Howard Phillips the National Vice President have attended NAC meetings when the General Secretary has been unavailable. The RMTU attended the Biennial CTU Conference 2019 and the Women's conference in July 2019. The Union has participated in all of the CTU-Govt Forums as evidenced by the pictures published with posed shots of our PM and delegates. We are an active member of the H&S Group.

The following are CTU Committee reps for the Union;

* Runanga - Ray Brown, John Marsh and Pare-Ana Bysterveld

* Komiti Pasifika – Fred Taupe

* Youth “Stand Up” section – Campbell Leggett

* Womans Committee – Lisa Davidson

* Out@Work – Ngairie Wilson

Richard Wagstaff is the President of the CTU. Richard has assisted the RMTU during the year on various matters including the Transdev Wellington, Transdev Auckland and Lyttelton Port Co disputes and in backgrounding HPHE. The Current Vice president is Rachel Mackintosh and the Vice president Maori is Syd Keepa. The Secretary is Mellissa Ansell Bridges.

The CTU has been very active in submitting on legislation and this has consequently placed a heavy workload on affiliates to attend workgroups that are used to formulate the CTU's position on bills or issues. This is not surprising as Governments of the left engage heavily with the CTU when in power.

The RMTU continues to obtain very tangible benefits and gains from being affiliated to the CTU and the NMC strongly recommends to Conference that we remain as an affiliate.

The RMTU is a strong foundation supporter of the CTU inspired UnionAID scheme. The scheme is modelled on the highly successful Unions Australia APHEDA scheme.

Affiliation Fees have increased during the two years that this report covers.

KIWRAIL INDUSTRIAL COUNCILS

The Councils comprise elected rank and file delegates with RMTU staff support/guidance. Employers bear the majority of cost associated with the operation of the councils for their employee's and they provide an invaluable opportunity for member engagement with the employer. Members who are elected to NMC and who qualify as members of a KiwiRail Council are deemed to be automatically elected onto “that” council and so the position is not open for contest by any other member. The reps to the councils have 2 year terms running concurrently with the NMC terms. Accordingly in 2021 all councils will be up for reelection.

The Councils are the industrial clearing houses for all “industrial” issues/initiatives within KiwiRail's operating divisions and are taking on an increasing role in H&S oversight and vigilance. As part of this current term the Mechanical Council created a women's position and this cemented their standing as a progressive force within KiwiRail. The members of the councils are;

KiwiRail Networks Industrial Council

John Kerr: Organiser

Steve Allen: Machine Group/Fitters

Ian Walker: Infrastructure Sigs, Comms, Traction

Joe Gibson: Infrastructure Bridges/Structures

Gareth Bachop: Infrastructure Supervisor/Gangers

Craig McSkimming: Operations Train Control

Boaz Lovelock: Track Non Metro.

Whitu Kelleher: Track Wellington Metro

William Sorenson: Track Auckland Metro

KiwiRail (Freight) Industrial Council

Todd Valster Organiser

Brendan Smith Locomotive Northern

Rebecca Hauck Terminals Southern (NMC)

Howard Phillips Locomotive Central (NMC)

Josh Goodwin Terminals Northern

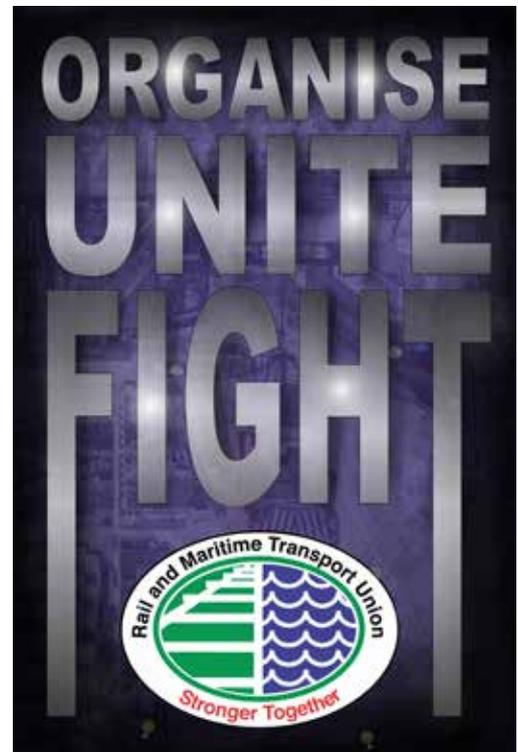
Antoon Whiu CT Sites



Jed O'Donoghue Locomotive Southern (NMC)
 Logan Rusling Terminals Central
 KiwiRail Interisland Industrial Council
 Wayne Butson
 John Finch Ferry Operations (Outside) North
 Todd Lymburn Scale 1 (inside) North
 Nicola Gapper Scale 1 (Inside) South
 Pat Ogle Turner Ferry Operations (Outside) South
 KiwiRail Mechanical Industrial Council
 Rudd Hughes Organiser
 Shane McNae TX Maintenance (NMC)
 John Evans North Island Depots
 Mat Cordell Bain Hutt Workshops
 Luke James South Island Depots
 Dylan Ellmers Servicing
 Kasia Kurene Women's Representative
 KiwiRail Administration Industrial Council
 Wayne Butson
 Myles Carter

Currently Vacant (Annelies Gremink was promoted by the company and resigned from the ILL C and the Admin Council)

A number of working parties and HPHE Project Teams have been operating within this area as well and we have utilised the industrial council reps and other workplace reps.



AMALGAMATION

No further activity has occurred on this during the period of this report. This situation is regrettable as the NMC remains firmly of a view that one union on the waterfront would assist workers in this industry. The Union remains willing to engage with any like-minded party seeking to building a strong united transport Union base.

LEGAL RESERVE FUND

The Union continues to provide for a legal reserve fund within the investment portfolio of the Union as required by resolution of the inaugural Conference promoted by the LEA. The purpose of the fund is to provide for the defence of members, staff, or the Union in major union proceedings. The fund is further protected by the provision of Indemnity Insurance for the Union.

PERSONAL GRIEVANCES AND LEGAL SERVICES

2018/2020 has been another busy period for all forms of litigation. Several Notable legal disputes, personal grievances and ACC related cases has taken place on behalf of members. A study of the two years financial statements will disclose the expenditure incurred. All cases require considerable time spent with legal advisors of the Union but were valuable learning exercises for those involved. The current levels of legal expenditure show no signs of abating and are sustainable financially given the profitability of the Union.

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Our successful close out rate of cases is attributable in no small part to the calibre of advocate we employ as well as the excellent legal back up we have through Geoff Davenport and Armstrong Thompson Law (Both the Wellington and Mount Maunganui offices).

INTERNATIONAL

INTERNATIONAL TRANSPORT WORKERS FEDERATION

The International Transport Workers' Federation (ITF) is an international trade union federation of transport unions. Any independent trade union with members in the transport industry is eligible for membership of the ITF. 654 unions representing 4,500,000 transport workers in 148 countries are members of the ITF. It is one of several Global Federation Unions allied with the International Trade Union Confederation (ITUC).

The RMTU has continued its affiliation with the International Transport Worker's Federation and we participate, to the extent that we can, in ITF activities. The RMTU is the largest NZ

affiliate in member affiliation numbers.

The ITF represents the interests of transport workers' unions in bodies which take decisions affecting jobs, employment conditions or safety in the transport industry, such as the International Labour Organisation (ILO), the International Maritime Organisation (IMO) and the International Civil Aviation Organisation (ICAO).

A major function of the ITF is informing and advising unions about developments in the transport industry in other countries or regions of the world. The ITF also maintains a specialist education department, dedicated to the development of strong and democratic transport unions.

The ITF organises international solidarity when transport unions in one country are in conflict with employers or government and need direct help from unions in other countries. The kind of solidarity needed can range from protest messages, demonstrations and political pressure, to direct industrial action in the form of strikes, boycotts etc. The ITF's worldwide campaign in the maritime industry against the use by ship owners of Flags of Convenience (FOC's) to escape from national laws and national unions is a good example of solidarity. Transport Unions globally must unite to combat the burgeoning strength of multinational employers. The Congress is held every 4 years.

Union Officers, staff and delegates have attended a number of ITF events and regular meetings during the two years covered by this report. This Conference has no international attendee's due to Covid 19 which is regrettable. A number of Video messages will be shown during the International section of our agenda.

MIF (Maritime International Federation)

The Union is a member of this association. The association is made up of NZ, Australian and Pacific Maritime Unions and Mick Doleman is the Executive Officer of the Federation. No activity has occurred during the period of this report..

ARA (Australasian Railway Association)

The Union is an associate member of this association. The association is predominantly a lobby group of Australian rail companies to develop industry standards. KiwiRail and TransDev are members.

JREU (East Japan Railway Workers Union) and JRU (Confederation of Japan Railway Unions)
Our close and longstanding fraternal relationship with the JREU and JRU has continued during the year..

RTBU (Rail Tram and Bus Union) Australia

The RMTU continues to have a strong and enduring fraternal relationship with the RTBU. Shayne Kummerfeld is the National President and Mark Diamond is the current General Secretary. The RTBU state branches continue to be very helpful to the RMTU with information sharing and assistance from time to time. This is gratefully acknowledged and received.

RMTU representatives spoke at various RTBU meetings during 2019.

Solidarity video will be screened during the international session of this Conference.

ICLS (International Centre for Labour Solidarity)

The International Centre for Labour Solidarity (ICLS) is a network for exchanging experiences, discussion on future strategies, building substantial and spiritual solidarity and of extending support to each other in overcoming problems struggles faced by workers and trade unions.

ICLS opposes imperialist globalisation imposed by large multinational corporations, governments and international multilateral institutions. ICLS is pursuing working class interests and is strongly against competition and division caused by neo-liberalism. ICLS is against competition, oppression and environmental destruction which are caused by capitalist domination. ICLS is against war which is a different face of neo-liberal globalization and capitalist domination. ICLS participates in various international solidarity activities of social movements, exploring ways to resist it.

ICLS respects diversity. ICLS works toward developing international workers' solidarity beyond the differences in politics, faiths, nationalities, regions, political parties and industries by starting from strengthening workers' solidarity in the railway, transport and public service sectors in the Asia-Pacific region.

ICLS is a network pursuing solidarity and exchange of experiences based on respect for each

country and organization independence and autonomy.

ICLS is composed of trade unions who accept the ICLS Charter of Principles, however, ICLS opens all its activities to other regions, individuals and organisations that are not members and welcome them to join its activities to enlarge solidarity and exchange of experiences. The General Secretary was again elected to the ICLS steering committee in 2019.

We have participated during the period of this report in solidarity activities in support of ICLS members/events and a meeting in Seoul Korea 15-17 June 2019..

TWU (Transport Workers Union) Australia

We maintain a strong fraternal relationship with the TWU, especially with the NSW branch. MUA (Maritime Union of Australia)

The Union continues to have a fraternal relationship with the MUA. RMTU reps have attended an MUA hosted meeting during the period covered by this report. Four delegates attended the MUA Quadrennial Conference 2-6 March 2020 namely Anne Wells, David Marden, Roz Muir and Andy Kelly. 3 reps attended the Maritime roundtable in Colombo Sri Lanka 16-19 September 2019. 4 representatives also attended the WIMDOI Conference in 2019 namely Rebecca Hauck, Rata Sidwell, Anne Wells and Lou Francis.

RMT (Rail & Maritime Transport Union of Great Britain)

The Union maintains a strong fraternal relationship with the RMT since June 2007. An RMTU representative John Kerr attended and spoke at the Manchester Conference 2019 and we have no attendees at the 2020 conference due to Covid 19.

ASLEF (Associated Society of Locomotive Engineers and Firemen - UK)

The Union has had a strong enduring relationship with ASLEF since the EFCA days. An RMTU representative has spoken at the ASLEF AGM in 2019 and nobody attended the 2020 meeting due to Covid 19.

A video address will be screened during the international session at Conference.

WORKERS' MEMORIAL DAY 2019 and 20

The Union continues to promote the observance of the one-minute national stoppage of work in silence by our members throughout the country in solidarity with similar action taken by millions of other workers around the world as part of the International Confederation of Free Trade Unions (ICFTU) observance activity for 28 April.

RMTU sponsored or supported services occur at locations throughout NZ but we remain of a view that the RMTU membership could do more to honour their fallen comrades and to fight for the living.

Branches are again encouraged to establish memorials or to clean up existing memorials to workers killed within the battlefield of the workplace in their area with the ultimate objective remaining to have memorials and commemoration services each year in all locations.

Our practice of commissioning specific yearly posters continues and feedback is always sought from delegates to this Conference as to whether the practice is worth pursuing or of value to the Union and members.

In 2019 a new memorial site was unveiled in the Wellington Rail Yards by ex RMTU General Secretary and current board chair of Worksafe NZ Ross Wilson. The NMC thanks the Wellington Rail branch and KiwiRail management for holding a memorable unveiling and memorial service.

2020 was the 20 year anniversary of the fatal head on train collision at Waipahi and the Otago Rail Branch sponsored a special train to run from Dunedin to Waipahi return. Family of Graham White were invited to attend and his wife did so with other family members. It was a great day and the event went off without hitch. The NMC thanks the Otago Branch, local leaders and Te Kupenga Mahi for holding a most successful event.

POLITICAL

In accordance with policy adopted 2007, and endorsed at each Conference thereafter, the Union is affiliated to the NZ Labour Party. Many members are active within local affiliate committees in electorates. We need many more to become active. The RMTU has participated in all Labour Party Conferences and Congresses held in 2019 and 2020. The RMTU gave substantial financial donations to both Labour and the Green Parties in 2020.

LEGISLATION

The Union has submitted on a number of items of proposed legislation in Parliament. The RMTU has a seat on the Steering Committee of the Future of Rail project.

The Union has also participated in a number of forums hosted by the NZCTU to develop joint submissions on draft legislation. The Union has also appeared before select committee hearings during the period covered by this report.

The Union has supported many rallies held by groups advocating issues of strategic importance to the Union and also rallies convened by other Unions.

BENEFITS OF MEMBERSHIP

NZ RAILWAY STAFF WELFARE TRUST

The Trust Board operates under and in accordance with the trust deed for the fund. The board comprises 4 RMTU and 4 Employer nominated reps. Current RMTU reps on the Trust Board are Wayne Butson, Howard Phillips, Sam Kahui and Edgar Spark as a Group B (retired member) rep.

RMTU Port members continue to be able to enjoy Group C membership of the Society at a reasonably nominal cost which enables them to take advantage of the extensive holiday housing network owned by the Society throughout New Zealand. There is room for improvement here though with only approximately 180 of our 600 port members signed on. Elizabeth Lester is the manager of the Trust. A major upgrade of the website has seen members being able to book and pay online.

LOCOMOTIVE ENGINEERS SAD TRUST FUND

Currently the Union Trustees are Bill Sweeney, Jed O'Donoghue and Wayne Butson. A Trust Fund report will be given to the Rail sector during this Conference. The Trust is in an extremely sound financial position with good returns on investment. During the period of this report the, since the Funds inception, Chair Roy Cowley retired for personal reasons and he has been replaced by long serving independent Trustee Terry Nowland. Chris Ball was appointed as the replacement independent Trustee of the Fund in 2017. Debby Green is Secretary to the trustees and the National Management Committee wish to acknowledge her work and the work of the Union Trustees during the year.

PORTS RETIREMENT PLAN

The Union promotes this industry superannuation plan and it continues to provide a vehicle for employees of Port Companies to participate in an employer subsidised superannuation scheme. The Plan has current assets of more than 50 million dollars under management. The plan and fund is controlled by two employer Trustees, four Union Trustees, a licensed independent trustee and an independent Chairperson. During the period of this report David Stevens resigned as chair due to ill health and the NMC thanks him for his years of toil on behalf of members and wishes him well in his ongoing retirement. Paul Drummond the Licensed Independent Trustee (LIT) was appointed as acting chair and then at a later meeting, Chair. Legal advice was against having the LIT being the chair and remaining as the LIT so the plan has offered the LIT role to Andrew Johnson.

The four Union trustees currently are Andy Kelly, Wayne Butson, Dion Young and Chris Ball. The current employer trustees are Simon Kibble from Port Tauranga and Jonathon Gardner from Lyttelton Port. Stephen Connolly resigned as Trustee in 2019 and the NMC wish to thank him for his work whilst on the Board of the Plan.

Debby Green is Secretary to the Trustees and the Management Committee would like to acknowledge her work and the work of the Union Trustees during the year.

CONCLUSION

This has been another two year period of high productivity and tangible results for the betterment of our Union members. 2020 will be remembered by us all for bizarre Covid world we live in and with. 2019 will be remembered for the despicable terror attack at the Christchurch Mosque on March 15 and the 9 December White Island eruption and its tragedy. We will also remember it for the brave and honourable actions of our member JJ Phillips who stopped a train in Wellington and kicked off a racist teenager to the applause of passengers and later accolades from many quarters.

The NMC believes that the Union is meeting the needs of its members and is being administered and operated competently.

We look forward to a very productive 2020 – 2022. I move the NMC report for adoption.

Wayne Butson

On behalf of the NMC.

25 Years Strong - Celebrating Our Past – Organising Our Future

22nd and 4th Biennial Report of the NMC to Conference 2020

**Rail & Maritime Transport Union Incorporated
Financial Statements
For the Year Ended 30 June 2019**

Rail & Maritime Transport Union Inc
Consolidated Statement of Financial Performance
For the Year Ended 30/06/2019

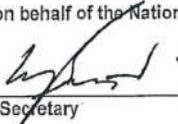
INCOME	Note	2019	2018
Dividends Received		34,681	32,623
Realised Gain on sale of assets		271	-
Interest Received		109,068	128,492
LE Superannuation Trust Fund Administration		32,743	36,036
Ports Retirement Plan Administration		11,308	10,806
Subscriptions: Union Fees		1,795,825	1,784,098
Subscriptions Strike Fund		46,817	37,001
Subscriptions Solidarity Levy		20,896	23,566
Shared Use of Premises Income		15,777	15,566
Sale of Union Branded Items		2,265	(778)
Sundry Income		50	-
The Co operative Bank Member Rebates		295	311
Unrealised Gain on Shares		243,335	110,916
Donations Received		3,059	85,874
		<hr/>	<hr/>
		2,316,389	2,264,509
 EXPENDITURE			
Administration: General			
Affiliation Fees		42,860	48,397
Audit Fees		8,000	7,730
Bank Fees		1,027	887
Cleaning		3,683	3,872
Communications		15,694	18,051
Conferences & Seminars		-	28,834
CTU Conferences & Seminars		26,056	13,627
Depreciation		35,923	34,767
Donations		42,900	93,300
Hardship Fund Expenditure		3,075	1,200
Electricity		4,272	4,344
E W File & Branch Scholarships		3,000	5,000
Funeral Expenses		6,590	12,304
General Expenses		4,025	5,602
Insurance		16,495	16,657
International Transport		21,818	38,814
Legal Expenses		80,429	33,305
Biennial Conference Expenses		82,153	20,152
Meeting Expenses: Branches		10,377	13,937
Meeting Expenses: National Management Committee		46,126	22,517
Overseas Unions & Organisations		12,715	23,166
Postage Couriers & Freight		8,107	11,060
Printing & Photocopying		17,667	15,637
Professional Fees		26,266	12,460
Loss on Sale of Assets		4,701	-
Publications & Subscriptions		1,536	4,123
Rental		68,364	68,700
Railways Welfare Subscriptions		2,043	1,210
Repairs & Maintenance		27,220	26,466
Security		1,129	1,629
Social Expenses		19,142	25,526
Stationery & Equipment		64,526	39,278
Union Magazine		36,165	37,627
Welfare Payments		15,334	5,151
Workers' Education Trust		18,027	8
		<hr/>	<hr/>
		777,446	695,337

	Accumulated Funds	Strike Fund Reserve	Solidarity Fund Reserve	Total Equity
Balance 1 July 2018	4,372,858	483,028	128,029	4,983,914
Net Surplus/(Deficit) for the year	322,367	-	-	322,367
Prior Year Tax Adjustment	-	-	-	-
Transfer of Accumulated Funds to Strike Fund	(46,817)	46,817	-	-
Transfer of Accumulated Funds to Solidarity Fund	(20,896)	-	20,896	-
Balance 30 June 2019	\$ 4,627,512	\$ 529,845	\$ 148,925	\$ 5,306,282
Balance 1 July 2017	4,163,753	446,027	104,463	4,714,242
Net Surplus/(Deficit) for the year	269,672	-	-	269,672
Prior Year Tax Adjustment	-	-	-	-
Transfer of Accumulated Funds to Strike Fund	(37,001)	37,001	-	-
Transfer of Accumulated Funds to Solidarity Fund	(23,566)	-	23,566	-
Balance 30 June 2018	\$ 4,372,858	\$ 483,028	\$ 128,029	\$ 4,983,914

Rail & Maritime Transport Union Inc
Statement of Financial Position
As At 30/06/2019

CURRENT ASSETS	Note	2019	2018
Current Bank Accounts	5	401,995	450,952
Accounts Receivable	3	87,471	91,155
Interest Accrued	4	42,220	63,670
Investments	7	2,119,300	3,496,142
Total Current Assets		2,650,986	4,101,918
 NON CURRENT ASSETS			
Fixed Assets	6	136,438	113,288
Investments	7	2,797,826	988,788
Total Non Current Assets		2,934,264	1,102,076
Total Assets		5,585,251	5,203,995
 CURRENT LIABILITIES			
Accounts Payable	8	138,411	94,869
GST Payable		23,773	34,442
Konemu Provision		6,452	6,452
Income Tax Payable		(11,407)	(8,880)
Provision for Leave		114,889	86,348
Veteran's Reunion Fund		6,850	6,850
Total Current Liabilities		278,969	220,081
 NON CURRENT LIABILITIES			
Non Current Liabilities		-	-
Total Non Current Liabilities		-	-
NET ASSETS		\$ 5,306,282	\$ 4,983,914
 Represented by:			
MEMBERS' FUNDS		\$ 5,306,282	\$ 4,983,914

Signed on behalf of the National Management Committee



 General Secretary

4/12/2019
 Date



 National President

4/12/2019
 Date

Rail & Maritime Transport Union Inc
Statement of Cash Flows
For the Year Ended 30/06/2019

	Actual This Year \$	Actual Last Year \$
Cash flows from Operating Activities		
Cash was received from:		
Fees, subscriptions and other revenue from members	1,797,200	1,851,640
Interest, dividends and other investment revenue	109,068	161,115
Donations Received	3,059	85,874
Cash was applied to:		
Payments to suppliers and employees	1,886,210	1,887,470
Donations or grants paid	42,900	93,300
Net Cash Flows from Operating Activities	(19,783)	117,859
Cash flows from Investing and Financing Activities		
Cash was received from:		
Receipts from the sale of property, plant and equipment	-	-
Receipts from the sale of investments	-	-
Proceeds from loans borrowed from other parties	-	-
Capital contributed from owners or members	-	-
Cash was applied to:		
Payments to acquire property, plant and equipment	29,174	5,778
Payments to purchase investments	-	-
Repayments of loans borrowed from other parties	-	-
Capital repaid to owners or members	-	-
Net Cash Flows from Operating Activities	- 29,174	- 5,778
Net Increase / (Decrease) in Cash	(48,957)	112,081
Opening Cash	450,952	338,871
Closing Cash	401,995	450,952
This is represented by:		
Bank Accounts and Cash	401,995	450,952

Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30/06/2019

1 **STATEMENT OF ACCOUNTING POLICIES**

Reporting Entity

The Rail & Maritime Transport Union is incorporated under the Incorporated Societies Act 1908.

Special Purpose Basis of Preparation

The Rail & Maritime Transport Union Inc has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit) except for the statement of service performance.

In respect of the Investments of the Society has adopted PBE-IPSAS 29 Financial Investment Recognition and Measurement.

All transactions in the special purpose financial statements are reported using the accrual basis of accounting.

The special purpose financial statements are prepared under the assumption that the entity will continue to operate in the foreseeable future.

Particular Accounting Policies

The particular accounting policies which materially affect the measurement of results, and financial position have been applied as follows:-

Accounts Receivable

Accounts receivable are stated at expected realisable value.

Fixed Assets

Fixed Assets are stated at cost less accumulated depreciation.

Leasehold Alterations	8% S.L.
Motor Vehicles	18.0% S.L.
Office Furniture and Equipment	13.0-30.0% S.L.

Goods and Services Tax

The Statement of Financial Performance has been prepared so that all components are stated exclusive of GST. All items in the Statement of Financial Position are stated net of GST, with the exception of accounts receivable and accounts payable, which include GST invoiced.

Valuation of Investments

In accordance with PBE-IPSAS 29 investments in equity investments are valued at market value through surplus/deficit. Investments in term deposits are generally held until maturity and therefore held at cost.

Operating Leases

Operating lease payments have been included as expenses in the Statement of Financial Performance in the period in which they are incurred.

Finance Leases

Assets acquired by way of finance lease are stated initially at an amount equal to the present value of the future minimum lease payments, and are depreciated as assets. The interest expense component of finance lease payments is recognised in the Statement of Financial Performance using the effective interest rate method.

Bank Accounts and Cash

Bank accounts and cash in the Statement of Cash flows comprise cash balances and bank balances (including short term deposits) with original maturities of 90 days or less.

Revenue Recognition

Revenue from subscription income is recognised when member's fees are received.

Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30/06/2019

1 **STATEMENT OF ACCOUNTING POLICIES (Continued)**

Taxation

All non-member income including investment income is taxable for income tax purposes. The Union receives a \$1,000 exemption from income.

The income tax expense recognised in the Statement of Financial Performance is the estimated income tax payable in the current year, adjusted for any differences between the estimated and actual income tax payable in prior years.

	2019	2018
	\$	\$
2 <u>TAXATION</u>		
Net Surplus before Tax	352,524	305,285
Less: Non-Taxable/Deductible Member Income and Expenditure	34,294	(33,558)
Less: Gain on value of shares	(243,335)	(110,916)
Add: Imputation Credits	13,487	12,687
	156,970	173,498
Less: \$1,000 exemption	(1,000)	(1,000)
Donations	(100)	-
Taxable Income	155,870	172,498
Tax on Taxable Income	43,643	48,300
Less: Imputation Credits	(13,487)	(12,687)
	30,156	35,613
Prior Period Adjustment	-	-
Provision for Taxation	30,156	35,613
Opening Taxation Payable / (Refund Due)	(8,880)	1,914
Provision for Taxation	30,156	35,613
Less: Net Taxation Paid (incl: RWT & Provisional Tax)	(32,683)	(46,407)
Taxation Payable / (Refund Due)	(11,407)	(8,880)
3 <u>ACCOUNTS RECEIVABLE</u>		
Accounts Receivable consists of:		
National Office Receivables	83,333	86,520
Branch Receivables	4,138	4,635
	87,471	91,155
4 <u>INTEREST ACCRUED</u>		
Interest Accrued consists of:		
National Office Accruals	34,630	59,292
Branch Accruals	7,590	4,378
	42,220	63,670

Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30/06/2019

		2019	2018
		\$	\$
5	<u>BANK</u>		
	Bank Consists of:		
	Bank of NZ - Call Account	106,879	19,767
	Bank of NZ - Call Account - Nelson Branch	99	99
	Bank of NZ - Current Account	65,248	85,566
	Bank of NZ - Current Accounts - Branches	228,384	342,930
	The Co-operative Bank - Current Account	986	987
	Petty Cash	399	1,603
		401,995	450,952
	The Society holds a BNZ Business Visa with the Bank of New Zealand. At balance date the limit was \$20,000 (2018: \$20,000)		
6	<u>FIXED ASSETS</u>		
	Leasehold Alterations	64,696	48,529
	Less: Accumulated Depreciation	32,627	28,147
	Book Value	32,069	20,382
	Motor Vehicles	118,316	115,857
	Less: Accumulated Depreciation	33,738	42,965
	Book Value	84,578	72,891
	Office Furniture & Equipment	70,183	59,635
	Less: Accumulated Depreciation	50,391	39,620
	Book Value	19,792	20,015
	TOTAL FIXED ASSETS	253,195	224,021
	Less: Accumulated Depreciation	116,757	110,733
		136,438	113,288
7	<u>INVESTMENTS</u>		
	Investments consist of:		
	Current Assets:		
	BNZ - Legal Reserve Account	400,000	400,000
	BNZ - Term Deposits	762,213	743,831
	BNZ - Term Deposits - Branches	334,949	221,609
	Credit Union Baywide - Term Investments	283,911	506,280
	KiwiBank - Term Deposit	232,393	227,118
	The Co-operative Bank - Term Investment	105,834	103,233
	Non-Current Assets:		
	Auckland International Airport Common Stock	54,254	37,344
	Marsden Maritime Holdings Common Stock	21,200	21,000
	Port of Tauranga Shares	1,156,670	930,444
	The Co-operative Bank - Term Investment	1,325,237	1,294,071
	Credit Union Baywide - Term Investments	240,466	-
		4,917,126	4,484,930
8	<u>ACCOUNTS PAYABLE</u>		
	Accounts Payable consists of:		
	National Office Payables	136,521	93,573
	Branch Payables	1,894	1,296
		138,415	94,869

Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30/06/2019

		2019	2018
		\$	\$
9	<u>FINANCIAL INSTRUMENTS</u>		
	<p>The carrying amount of all material assets and liabilities are considered to be equivalent to their fair value. The union has no off balance sheet financial instruments. Financial instruments which potentially subject the union to credit risk consist of cash, deposits and debtors. The union places its cash and deposits with financial institutions of high credit worthiness to minimise its exposure to significant concentrations of credit risk. All cash and deposits are with BNZ, The Co-operative Bank and local Credit Unions. The union has no exposure to foreign currency risk.</p>		
10	<u>OPERATING LEASE COMMITMENTS</u>		
	Current: 1 July 2019 to 30 June 2020	55,832	4,653
	Non Current: 1 July 2020 to 31 October 2021	74,443	-
		130,275	4,653
11	<u>AUDITORS REMUNERATION</u>		
	<i>Fees charged by Audit Firm</i>		
	Financial Statement Audit	8,000	6,750
	Tax services	5,690	5,690
		13,690	12,440
12	<u>RELATED PARTY TRANSACTIONS</u>		
	<p>There were no transactions involving related parties during the financial year ended 30 June 2019. (Last year - nil).</p>		
13	<u>CONTINGENT LIABILITY</u>		
	<p>There are no contingent liabilities.</p>		
14	<u>EVENTS AFTER BALANCE DATE</u>		
	<p>There have been no matters or circumstances since the end of the financial year, not otherwise dealt with in these financial statements that have significantly or may significantly affect the operations.</p>		



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INDEPENDENT AUDITOR'S REPORT

To the Members of Rail & Maritime Transport Union Incorporated

Opinion

We have audited the special purpose financial statements of Rail & Maritime Transport Union Incorporated (the "Society") on pages 1 to 9, which comprise the balance sheet as at 30 June 2019 and the statement of financial position, income statement and consolidated statement of financial performance for the year then ended, and notes to the special purpose financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying special purpose financial statements present fairly, in all material respects, the financial position of the Society as at 30 June 2019, and its financial performance and its cash flows for the year then ended in accordance with the Special Purpose Basis of Preparation as disclosed in Note 1 of the special purpose financial statements.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Special Purpose Financial Statements* section of our report. We are independent of the Society in accordance with Professional and Ethical Standard 1 (Revised) *Code of Ethics for Assurance Practitioners* issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

An associated entity provides taxation and advisory services. Other than in these capacities, and our capacity as auditor, we have no relationship with, or interests in, the Society.

Emphasis of Matter – Basis of Accounting and Restriction on Distribution

We draw attention to Note 1 to the special purpose financial statements, which describes the basis of accounting. The special purpose financial statements are prepared to provide information to the members of the Society. As a result, the special purpose financial statements may not be suitable for another purpose. Our report is intended solely for the Society and should not be distributed to parties other than the Society and its members. Our opinion is not modified in respect of this matter.

Responsibilities of the Members for the Special Purpose Financial Statements

Members are responsible on behalf of the Society for the preparation of the special purpose financial statements in accordance with the special purpose basis of preparation, and for such internal control as those charged with governance determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the special purpose financial statements, the Members are responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Members either intend to liquidate the Society or to cease operations, or have no realistic alternative but to do so.

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Auditor's Responsibilities for the Audit of the Special Purpose Financial Statements

Our objectives are to obtain reasonable assurance about whether the special purpose financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (NZ) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of these special purpose financial statements.

As part of an audit in accordance with ISAs (NZ), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the special purpose financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control.
- Conclude on the appropriateness of the use of the going concern basis of accounting by the Members and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the special purpose financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

We communicate with the Members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Crowe New Zealand Audit Partnership
CHARTERED ACCOUNTANTS

12 December 2019

The title 'Partner' conveys that the person is a senior member within their respective division, and is among the group of persons who hold an equity interest (shareholder) in its parent entity, Findex Group Limited. The only professional service offering which is conducted by a partnership is the Crowe Australasia external audit division. All other professional services offered by Findex Group Limited are conducted by a privately owned organisation and/or its subsidiaries.

**Rail & Maritime Transport Union Incorporated
Financial Statements
For the Year Ended 30 June 2020**

Rail & Maritime Transport Union Inc
Consolidated Statement of Financial Performance
For the Year Ended 30/06/2020

INCOME	Note	2020	2019
Dividends Received		34,646	34,681
Realised Gain on sale of assets		-	271
Interest Received		134,973	109,068
LE Superannuation Trust Fund Administration		39,000	32,743
Ports Retirement Plan Administration		7,694	11,308
Subscriptions: Union Fees		1,924,609	1,795,825
Subscriptions Strike Fund		49,839	46,817
Subscriptions Solidarity Levy		24,279	20,896
Shared Use of Premises Income		16,326	15,777
Sale of Union Branded Items		1,683	2,265
Sundry Income		-	50
The Co operative Bank Member Rebates		-	295
Unrealised Gain on Shares		234,705	243,335
Donations Received		-	3,059
		<hr/>	<hr/>
		2,467,754	2,316,389
 EXPENDITURE			
Administration: General			
Affiliation Fees		69,679	42,860
Audit Fees		8,500	8,000
Bank Fees		765	1,027
Cleaning		6,509	3,683
Communications		16,235	15,694
CTU Conferences & Seminars		11,964	26,056
Depreciation		39,848	35,923
Donations		12,240	42,900
Hardship Fund Expenditure		-	3,075
Electricity		4,164	4,272
E W File & Branch Scholarships		3,000	3,000
Funeral Expenses		10,635	6,590
General Expenses		5,989	4,025
Insurance		17,236	16,495
International Transport		37,488	21,818
Legal Expenses		75,709	80,429
Biennial Conference Expenses		40,744	82,153
Meeting Expenses: Branches		9,148	10,377
Meeting Expenses: National Management Committee		40,167	46,126
Overseas Unions & Organisations		52,762	12,715
Postage Couriers & Freight		8,341	8,107
Printing & Photocopying		17,075	17,667
Professional Fees		6,164	26,266
Loss on Sale of Assets		1,298	4,701
Publications & Subscriptions		8,681	1,536
Rental		64,049	68,364
Railways Welfare Subscriptions		3,830	2,043
Repairs & Maintenance		30,751	27,220
Security		1,610	1,129
Social Expenses		18,230	19,142
Stationery & Equipment		47,015	64,526
Union Magazine		41,130	36,165
Welfare Payments		12,170	15,334
Workers' Education Trust		-	18,027
		<hr/>	<hr/>
		723,128	777,446

Administration: Staff

ACC Levies	1,857	2,046
EAP Services	447	447
Fringe Benefit Tax	16,775	15,189
Motor Vehicle Expenses	15,470	19,542
Salaries	795,818	805,400
Staff Education & Training	4,880	4,854
Staff Leave	17,239	28,542
Superannuation	-	-
Staff Selection Expenses	8,308	-
	<u>860,793</u>	<u>876,021</u>

Administration: Industrial

ACC Member Services	28,368	24,819
Branch Capitation, Honoraria & Expenses	16,547	17,301
Branch Visits	24,003	40,866
Campaigns & Special Projects	19,914	27,822
Ports Forum	10,955	24,668
Women's Forum	1,632	9,949
Contract Negotiations Branches	-	-
Contract Negotiations: Ports	28,151	43,782
Contract Negotiations: Rail	4,778	26,135
Industrial Councils	1,022	1,222
Delegates' Training	5,806	10,985
Labour Party Conference & Affiliates Meetings	3,915	5,464
Personal Grievances Disputes	36,876	53,707
Health & Safety Management	7,745	20,456
Workers' Memorial Day	4,562	3,221
	<u>194,273</u>	<u>310,398</u>

Total Expenditure	1,778,194	1,963,865
Net Surplus before Tax	<u>689,560</u>	<u>352,524</u>
Provision for Taxation	2 36,634	30,156
Net Surplus / (Deficit) for Year	<u>\$ 652,925</u>	<u>\$ 322,367</u>

	Accumulated Funds	Strike Fund Reserve	Solidarity Fund Reserve	Total Equity
Balance 1 July 2019	4,627,512	529,845	148,925	5,306,282
Net Surplus/(Deficit) for the year	652,925	-	-	652,925
Prior Year Tax Adjustment	-	-	-	-
Transfer of Accumulated Funds to Strike Fund	(49,839)	49,839	-	-
Transfer of Accumulated Funds to Solidarity Fund	(24,279)	-	24,279	-
Balance 30 June 2020	\$ 5,206,319	\$ 579,684	\$ 173,204	\$ 5,959,207
Balance 1 July 2018	4,372,858	483,028	128,029	4,983,914
Net Surplus/(Deficit) for the year	322,367	-	-	322,367
Prior Year Tax Adjustment	-	-	-	-
Transfer of Accumulated Funds to Strike Fund	(46,817)	46,817	-	-
Transfer of Accumulated Funds to Solidarity Fund	(20,896)	-	20,896	-
Balance 30 June 2019	\$ 4,627,512	\$ 529,845	\$ 148,925	\$ 5,306,282

Rail & Maritime Transport Union Inc
Statement of Financial Position
As At 30/06/2020

CURRENT ASSETS	Note	2020	2019
Current Bank Accounts	5	891,152	401,995
Accounts Receivable	3	86,174	87,471
Interest Accrued	4	39,875	42,220
Investments	7	3,646,101	2,119,300
Total Current Assets		4,463,301	2,650,986
 NON CURRENT ASSETS			
Fixed Assets	6	151,237	136,438
Investments	7	1,587,570	2,797,826
Total Non Current Assets		1,738,808	2,934,264
Total Assets		6,202,109	5,585,251
 CURRENT LIABILITIES			
Accounts Payable	8	76,053	138,411
GST Payable		28,361	23,773
Konemu Provision		6,452	6,452
Income Tax Payable		(6,263)	(11,407)
Provision for Leave		132,128	114,889
Veteran's Reunion Fund		6,850	6,850
Total Current Liabilities		243,581	278,969
 NON CURRENT LIABILITIES			
Non Current Liabilities		-	-
Total Non Current Liabilities		-	-
NET ASSETS		\$ 5,958,527	\$ 5,306,282
 Represented by:			
MEMBERS' FUNDS		\$ 5,958,527	\$ 5,306,282

Signed on behalf of the National Management Committee

General Secretary

Date

National President

Date

2 Sept 20

2 Sept 2020

Rail & Maritime Transport Union Inc
Statement of Cash Flows
For the Year Ended 30/06/2020

	Actual This Year \$	Actual Last Year \$
Cash flows from Operating Activities		
Cash was received from:		
Fees, subscriptions and other revenue from members	2,023,254	1,797,200
Interest, dividends and other investment revenue	130,149	109,068
Donations Received	-	3,059
Cash was applied to:		
Payments to suppliers and employees	1,809,056	1,886,210
Donations or grants paid	12,240	42,900
Net Cash Flows from Operating Activities	332,107	(19,783)
Cash flows from Investing and Financing Activities		
Cash was received from:		
Receipts from the sale of property, plant and equipment	-	-
Receipts from the sale of investments	-	-
Proceeds from loans borrowed from other parties	-	-
Capital contributed from owners or members	-	-
Cash was applied to:		
Payments to acquire property, plant and equipment	42,950	29,174
Payments to purchase investments	-	-
Repayments of loans borrowed from other parties	-	-
Capital repaid to owners or members	-	-
Net Cash Flows from Operating Activities	-	29,174
Net Increase / (Decrease) in Cash	289,157	(48,957)
Opening Cash	401,995	450,952
Closing Cash	691,152	401,995
This is represented by:		
Bank Accounts and Cash	691,152	401,995

Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30/06/2020

1 STATEMENT OF ACCOUNTING POLICIES

Reporting Entity

The Rail & Maritime Transport Union is incorporated under the Incorporated Societies Act 1908.

Special Purpose Basis of Preparation

The Rail & Maritime Transport Union Inc has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit) except for the statement of service performance. In respect of the Investments of the Society has adopted PBE-IPSAS 29 Financial Investment Recognition and Measurement.

All transactions in the special purpose financial statements are reported using the accrual basis of accounting.

The special purpose financial statements are prepared under the assumption that the entity will continue to operate in the foreseeable future.

Particular Accounting Policies

The particular accounting policies which materially affect the measurement of results, and financial position have been applied as follows:-

Accounts Receivable

Accounts receivable are stated at expected realisable value.

Fixed Assets

Fixed Assets are stated at cost less accumulated depreciation.

Leasehold Alterations	8% S.L.
Motor Vehicles	18.0% S.L.
Office Furniture and Equipment	13.0-30.0% S.L.

Goods and Services Tax

The Statement of Financial Performance has been prepared so that all components are stated exclusive of GST. All items in the Statement of Financial Position are stated net of GST, with the exception of accounts receivable and accounts payable, which include GST invoiced.

Valuation of Investments

In accordance with PBE-IPSAS 29 investments in equity investments are valued at market value through surplus/deficit. Investments in term deposits are generally held until maturity and therefore held at cost.

Operating Leases

Operating lease payments have been included as expenses in the Statement of Financial Performance in the period in which they are incurred.

Finance Leases

Assets acquired by way of finance lease are stated initially at an amount equal to the present value of the future minimum lease payments, and are depreciated as assets. The interest expense component of finance lease payments is recognised in the Statement of Financial Performance using the effective interest rate method.

Bank Accounts and Cash

Bank accounts and cash in the Statement of Cash flows comprise cash balances and bank balances (including short term deposits) with original maturities of 90 days or less.

Revenue Recognition

Revenue from subscription income is recognised when member's fees are received.

Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30/06/2020

1 **STATEMENT OF ACCOUNTING POLICIES (Continued)**

Taxation

All non-member income including investment income is taxable for income tax purposes. The Union receives a \$1,000 exemption from income.

The income tax expense recognised in the Statement of Financial Performance is the estimated income tax payable in the current year, adjusted for any differences between the estimated and actual income tax payable in prior years.

	2020	2019
	\$	\$
2 <u>TAXATION</u>		
Net Surplus before Tax	689,560	352,524
Less: Non-Taxable/Deductible Member Income and Expenditure	(285,873)	34,294
Less: Gain on value of shares	(234,705)	(243,335)
Add: Imputation Credits	13,473	13,487
	<u>182,455</u>	<u>156,970</u>
Less: \$1,000 exemption	(1,000)	(1,000)
Donations	(2,500)	(100)
Taxable Income	<u>178,955</u>	<u>155,870</u>
Tax on Taxable Income	50,107	43,643
Less: Imputation Credits	(13,473)	(13,487)
	<u>36,634</u>	<u>30,156</u>
Prior Period Adjustment	-	-
Provision for Taxation	<u>36,634</u>	<u>30,156</u>
Opening Taxation Payable / (Refund Due)	(11,407)	(8,880)
Provision for Taxation	36,634	30,156
Less: Net Taxation Paid (incl: RWT & Provisional Tax)	(31,490)	(32,683)
Taxation Payable / (Refund Due)	<u>(6,263)</u>	<u>(11,407)</u>
3 <u>ACCOUNTS RECEIVABLE</u>		
Accounts Receivable consists of:		
National Office Receivables	82,262	83,333
Branch Receivables	3,912	4,138
	<u>86,174</u>	<u>87,471</u>
4 <u>INTEREST ACCRUED</u>		
Interest Accrued consists of:		
National Office Accruals	34,630	34,630
Branch Accruals	5,245	7,590
	<u>39,875</u>	<u>42,220</u>

Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30/06/2020

		2020	2019
		\$	\$
5	<u>BANK</u>		
	Bank Consists of:		
	Bank of NZ - Call Account	325,728	106,879
	Bank of NZ - Call Account - Nelson Branch	99	99
	Bank of NZ - Current Account	112,446	65,248
	Bank of NZ - Current Accounts - Branches	250,879	228,384
	The Co-operative Bank - Current Account	1,281	986
	Petty Cash	718	399
		691,152	401,995
	The Society holds a BNZ Business Visa with the Bank of New Zealand. At balance date the limit was \$20,000 (2019: \$20,000)		
6	<u>FIXED ASSETS</u>		
	Leasehold Alterations	64,696	64,696
	Less: Accumulated Depreciation	37,107	32,627
	Book Value	27,589	32,069
	Motor Vehicles	144,659	118,316
	Less: Accumulated Depreciation	44,138	33,738
	Book Value	100,522	84,578
	Office Furniture & Equipment	86,789	70,183
	Less: Accumulated Depreciation	63,662	50,391
	Book Value	23,127	19,792
	TOTAL FIXED ASSETS	296,144	253,195
	Less: Accumulated Depreciation	144,907	116,757
		151,237	136,438
7	<u>INVESTMENTS</u>		
	Investments consist of:		
	Current Assets:		
	BNZ - Legal Reserve Account	400,000	400,000
	BNZ - Term Deposits	792,546	762,213
	BNZ - Term Deposits - Branches	339,062	334,949
	Credit Union Baywide - Term Investments	411,890	283,911
	KiwiBank - Term Deposit	238,021	232,393
	The Co-operative Bank - Term Investment	1,464,582	105,834
	Non-Current Assets:		
	Auckland International Airport Common Stock	36,617	54,254
	Marsden Maritime Holdings Common Stock	26,000	21,200
	Port of Tauranga Shares	1,404,788	1,156,670
	The Co-operative Bank - Term Investment	-	1,325,237
	Credit Union Baywide - Term Investments	120,166	240,466
		5,233,671	4,917,126
8	<u>ACCOUNTS PAYABLE</u>		
	Accounts Payable consists of:		
	National Office Payables	75,952	136,521
	Branch Payables	159	1,894
		76,111	138,415

Rail & Maritime Transport Union Inc
Notes to the Financial Statements
For the Year Ended 30/06/2020

		2020	2019
		\$	\$
9	<u>FINANCIAL INSTRUMENTS</u>		
	<p>The carrying amount of all material assets and liabilities are considered to be equivalent to their fair value. The union has no off balance sheet financial instruments. Financial instruments which potentially subject the union to credit risk consist of cash, deposits and debtors. The union places its cash and deposits with financial institutions of high credit worthiness to minimise its exposure to significant concentrations of credit risk. All cash and deposits are with BNZ, The Co-operative Bank and local Credit Unions. The union has no exposure to foreign currency risk.</p>		
10	<u>OPERATING LEASE COMMITMENTS</u>		
	Current: 1 July 2020 to 30 June 2021	55,832	55,832
	Non Current: 1 July 2021 to 31 October 2022	18,610	74,443
		74,442	130,275
11	<u>AUDITORS REMUNERATION</u>		
	<i>Fees charged by Audit Firm</i>		
	Financial Statement Audit	8,500	8,000
	Tax services	5,690	5,690
		14,190	13,690
12	<u>RELATED PARTY TRANSACTIONS</u>		
	<p>There were no transactions involving related parties during the financial year ended 30 June 2020. (Last year - nil).</p>		
13	<u>CONTINGENT LIABILITY</u>		
	<p>There are no contingent liabilities.</p>		
14	<u>EVENTS AFTER BALANCE DATE</u>		
	<p>The Union is aware that Covid-19 was declared a global emergency on 31 January 2020 by the World Health Organisation. The pandemic continues to impact both communities and businesses throughout the world including New Zealand and the community where the company operates. This pandemic will likely have a financial impact in the 2021 financial year and beyond. The scale, timing and duration of the potential impacts on the Union is unknown, however it is expected that there will be no significant and material changes to the financial position and performance of the union.</p>		



INDEPENDENT AUDITOR'S REPORT

To the Members of Rail & Maritime Transport Union Incorporated

Opinion

We have audited the special purpose financial statements of Rail & Maritime Transport Union Incorporated (the "Society") on pages 2 to 9, which comprise the balance sheet as at 30 June 2020 and the income statement for the year then ended, and notes to the special purpose financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying special purpose financial statements present fairly, in all material respects, the financial position of the Society as at 30 June 2020, and its financial performance and its cash flows for the year then ended in accordance with the Special Basis of Preparation as disclosed in Note 1 of the special purpose financial statements.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Special Purpose Financial Statements* section of our report. We are independent of the Society in accordance with Professional and Ethical Standard 1 (Revised) *Code of Ethics for Assurance Practitioners* issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

An associated entity provides taxation and advisory services. Other than in these capacities, and our capacity as auditor we have no relationship with, or interests in, the Society.

Emphasis of Matter – Basis of Accounting and Restriction on Distribution

We draw attention to Note 1 to the special purpose financial statements, which describes the basis of accounting. The special purpose financial statements are prepared to provide information to the members of the Society. As a result, the special purpose financial statements may not be suitable for another purpose. Our report is intended solely for the Society and should not be distributed to parties other than the Society and its members. Our opinion is not modified in respect of this matter.

Emphasis of Matter for Covid-19

We draw attention to Note 14 of the financial statements, which describes the effects of the World Health Organisation's declaration of a global health emergency on 31 January 2020 relating to the spread of COVID-19. Our opinion is not modified in respect of this matter.

Responsibilities of the Members for the Special Purpose Financial Statements

Members are responsible on behalf of the Society for the preparation of the special purpose financial statements in accordance with the special purpose basis of preparation, and for such internal control as those charged with governance determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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In preparing the special purpose financial statements, the Members are responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Members either intend to liquidate the Society or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Special Purpose Financial Statements

Our objectives are to obtain reasonable assurance about whether the special purpose financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of these special purpose financial statements.

As part of an audit in accordance with ISAs (NZ), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the special purpose financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control.
- Conclude on the appropriateness of the use of the going concern basis of accounting by the Members and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the special purpose financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

We communicate with the Members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Crowe New Zealand Audit Partnership
CHARTERED ACCOUNTANTS

7 September 2020

The title 'Partner' conveys that the person is a senior member within their respective division, and is among the group of persons who hold an equity interest (sharehold) in its parent entity, Findex Group Limited. The only professional service offering which is conducted by a partnership is the Crowe Australasia external audit division. All other professional services offered by Findex Group Limited are conducted by a privately owned organisation and/or its subsidiaries.

APPENDIX E

BUDGET 2021

Rail and Maritime Transport Union Inc

Account	2020 ACTUAL	2021 BUDGET
Trading Income		
Branch Capitation	-	-
Donations Received	-	-
Dividends Received	34,646	25,000
Interest Received	134,973	80,000
LE Superannuation Trust Fund Administration	39,000	36,000
Local Branch Fees	-	-
Ports Retirement Plan Administration	12,664	15,000
Realised Gain on Sale of Assets	-	-
Sale of Union Branded Items	1,683	2,000
Shared Use of Premises Income	16,326	16,326
Subscriptions - Union Fees	1,924,609	1,850,000
Subscriptions: Solidarity Levy	24,279	20,000
Subscriptions: Strike Fund	49,839	40,000
Sundry Income	-	-
The Co-operative Bank - Member Rebates	-	-
Total Trading Income	2,238,019	2,084,326
Gross Profit	2,238,019.00	2,084,326
Operating Expenses		
ACC Levies	1,857	2,000
ACC Member Services	28,368	35,000
Accounting Fees	6,006	7,500
Affiliation Fees	69,679	70,000
Audit Fees	8,500	10,000

Bank Fees		765	1,000
Biennial Conference Expenses	40,744		50,000
Branch Capitation & Expenses		-	-
Branch Visits	24,003		60,000
Campaigns & Special Projects	19,914		25,000
Cleaning	6,509		5,000
Clothing Expense	6,873		5,000
Communications	16,235		17,500
Computer Expenses	10,000		10,000
Conferences & Seminars		-	20,000
Contract Negotiations: Ports	28,151		40,000
Contract Negotiations: Rail	4,778		25,000
CTU Conferences and Seminars	11,964		25,000
Delegate Training	5,806		10,000
Depreciation - Leasehold Alterations	4,480		4,500
Depreciation - Motor Vehicles	22,096		25,000
Depreciation - Office Furniture	13,271		14,000
Donations	12,240		60,000
E W File Scholarship	3,000		5,000
EAP Services		447	2,000
Education & Training	4,880		10,000
Electricity	4,164		4,800
Entertainment / Social Expenses	18,230		20,000
Fringe Benefit Tax	16,775		20,000
Funeral Benefit & Expenses	10,635		10,000
General Expenses	5,989		6,000
Health & Safety Management	7,745		10,000
Industrial Councils	1,022		1,000
Insurance	17,236		17,500
International Transport Workers Federation	37,488		40,000

Labour Party Conference & Affiliates Meetings	3,915	5,000
Legal & Legislation Expenses	75,708	75,000
Loss on Sale of Assets	1,298	-
Meeting Expenses	9,148	15,000
Motor Vehicle Expenses	15,470	25,000
National Management Committee Expenses	40,167	50,000
Overseas Unions & Organisations	52,762	50,000
Personal Grievances (Member only Disputes)	36,876	60,000
Ports Forum	10,955	20,000
Ports Retirement Fund expenses	4,971	5,000
Postage, Couriers & Freight	8,341	15,000
Printing and Photocopying	17,075	20,000
Professional Fees		157 3,000
Publications & Subscriptions	8,681	8,000
Rental	64,049	65,000
Repairs & Maintenance	30,751	30,000
Salaries	795,818	825,000
Security	1,610	1,700
Staff Leave Expense	4,880	5,000
Stationery and Equipment	47,015	50,000
Union Magazine	41,130	40,000
Welfare Payments	12,170	12,000
Women's Forum	1,632	20,000
Workers' Education Trust		- 5,000
Workers' Memorial Day	4,562	10,000
Total Operating Expenses	1,758,991.00	2,082,500
Net Profit	479,028.00	1,826

ORGANISE UNITE FIGHT



**Rail and Maritime Transport Union,
P O Box 1103, Wellington,
Aotearoa–New Zealand.**