

THE ACTIVIST



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RMTU MARKS THE CHRISTCHURCH TERROR ATTACK ONE WEEK ON

RMTU members stopped work precisely one week after a lone white supremacist gunman murdered 50 innocent people at the Al Noor and Linwood mosques in Christchurch on Friday 15 March.

KiwiRail, Lyttelton Port, Transdev Wellington and Transdev Auckland issued joint statements with the Union advising all staff and members to stopwork for the two minute silence. Other RMTU worksites joined with the vast majority of New Zealanders across the length and breadth of Aotearoa to stop work to hear the Muslim call to prayer at 1332 on Friday 22 March and to observe two minutes silence to remember the fallen.

All of us have been touched by what has been called one of "our darkest day" and, given the size of our country, many of our Christchurch based members knew people directly affected by the shootings and many more of our members beyond the city have been impacted. Our Muslim brothers and sisters must know that the whole of our union stands with them in solidarity at this time.

Through the grieving process many of us in Christchurch have expressed feelings of love for all who live in our community. That is entirely appropriate given the horror of what was perpetrated by the terrorist. As we move on into the future we must ensure such terror is never visited upon us again.

Let us now remember that the union movement in Aotearoa, and internationally,

has a proud history of fighting the ideology of racism and hatred that the murderer espoused. Throughout the twentieth century unionists took action against fascism wherever it reared its vile head: from the banning of cargo on the wharves of Auckland; to the volunteers who fought in Spain against Franco, it was always union members that led the way.

RMTU members have always understood that we owe a debt to our forbearers. This outrage has reminded us that debt is not just for terms and conditions we secured from the bosses but for the fact that fascism was defeated in the 1940s. We have never shirked from a fight and we will not do so now.



RMTU NATIONAL PRESIDENT NOMINATIONS CALLED

In accordance with Rule 24 of the Rules & Standing Orders of the Rail & Maritime Transport Union nominations are hereby called from current financial members for the position of National President.

Nomination Forms are available on the Unions Website www.rmtunion.org.nz or from the RMTU National Office on 04-499-2066, fax 04-471-0896 or admin@rmtunion.org.nz

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

Correctly completed nominations must be received by the National Returning Officer at

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

the National Office of the Rail & Maritime Transport Union, PO Box 1103 Wellington 6140 or by email to admin@rmtunion.org.nz or by fax to 04 4710896 no later than 0800 hrs on Friday 26 APRIL 2019. Please seek assurance of receipt at the time of sending?

The term of office is 2 years (Rule 24.2) and the duties are as contained in Rule 27 of the Union's Rules and Standing Orders.

For the information of members it is advised that the incumbent will be seeking re-election.

In the event there are two or more nominations received, a postal ballot will be issued from National Office approximately one week after the close of nominations. Please ensure you have updated National Office with your current mailing address on the Unions Website www.rmtunion.org.nz.

KNIC – TRAIN CONTROL REP – NOMINATIONS RESULT

At the close of nominations on Friday 15 March 2019 two nominations had been received. Given that the term of office for these positions will expire in mid this year we discussed with KiwiRail them agreeing to have two reps on the KiwiRail Networks Industrial Council until the normal election cycle so as to avoid the expense and time of running a ballot of members. KiwiRail agreed and so we congratulate Messrs Peter Kaiwai and Craig McSkimming on their successful candidacy for the position(s) and the remainder of the current electoral term.

PRIORITY NEEDED TO PROTECT TRACK WORKERS

The RMTU supports the NZTA's recommendation for KiwiRail Group to provide better safety systems for protecting track workers around Hi-rail machinery. Their recommendations were made in response to Paul Thompson's serious

injury that occurred on the Midland line in August 2018.

Issues identified by the NZTA include a lack of effective communication onsite. The Union is appalled that track staff are still required to rely on hand signals to communicate with each other. Hearing protection that includes inbuilt radio communication is standard kit in other parts of the company, so why not for networks staff?

Other issues identified by RMTU reps include 'friction' between the KRG track staff and contractors and a lack of trust and respect working together on site.

The NZTA report also identified a lack of engineering controls and recommended modifications to the Hi Rail Vehicle's to reduce the risk of collision. RMTU Delegates and H&S Reps will be meeting with KRG in early May as part of the Critical Risk Network People vs Plant working group to identify what improvements need to be made.

The RMTU is a loud and passionate supporter of technology and clear work separation interventions rather than "lets write another rule (administrative Controls) that the rail industry appears to love using. Administrative controls always leaves the worker in a situation of having to choose whether to work to rule or get the job done and we say this is not sound management of risk..



LAW CHANGES FOR DOMESTIC VIOLENCE SURVIVORS

The Council of Trade Unions welcomes new support for survivors of domestic violence. From 1 April, the Victims Protection Act will allow for workplaces to be part of the solution to domestic violence.

"Everyone should be able to live a life free from violence. Unfortunately, we know that many people are experiencing violence from the people closest to them. Until we are able to create a society free from violence we must build in protections for those who live with this nightmare. We are proud that New Zealand is leading the way in ensuring that domestic abuse

survivors are better supported in their workplaces," CTU Vice President Rachel Mackintosh said.

"The law changes give employees affected by domestic violence the right to apply for paid leave and the ability to request short term changes to their working arrangements."

"Now victims of domestic violence will be able to request up to 10 days' additional paid leave from work a year for reasons related to domestic violence. This leave is meant to help employees manage the effects of domestic violence and to make themselves and their children safe by giving time for things like; moving house, attending scheduled court dates, and arranging care for their children, without risking their ongoing employment."

"This is progressive legislation which will make New Zealand workplaces better, safer places that support decent work and wellbeing for everyone," Mackintosh said.

NZ UNION MOVEMENT SUPPORTS IMPROVEMENTS TO GUN LAWS

The Council of Trade Unions has provided a written submission to the parliamentary Select Committee in support of the proposed improvements to gun laws.

"As a nation we recognise that the Christchurch terrorist attack and the murders of 50 women, men and children has impacted on how much control we now need when it comes to guns," CTU President Richard Wagstaff said.

"We support the need to act quickly to fix the law. The Government, and Prime Minister Arden, has shown what good leadership looks like by acting swiftly on this issue. We all need New Zealand to be a place of peace and freedom. Fixing the gun laws is certainly part of the solution."

"Never again should our nation experience the horrific events of March 15th. The families and loved ones of those connected to the killings; their lives will be forever changed. The same is true of those who were doing their jobs in the aftermath, they also will be profoundly impacted. The paramedics, police, emergency responders,



doctors, nurses, allied health workers, their lives have also been forever changed after working in such tragedy. Our Government has a responsibility to ensure that everything possible is done to ensure that no one else will ever have to experience what those working people experienced," Wagstaff said.

ACC WORKPLACE INJURY PREVENTION GRANTS UPDATE - FIRST GRANTS ROUND CLOSED

The numbers of applications far exceeded expectations. There was 162 registered applicants. At a first count 87 applications were submitted before close off (54% of those who registered). This is interesting seeing almost 24 hours prior to closing only 9 had submitted. The last minute dash is not uncommon practice within grants schemes though. Overall, this is a great result and very exciting for the first round of grants.

GS Wayne Butson is a member of the WIP advisory panel.

HOLIDAY ACT ISSUES AT PORT MARLBOROUGH

Payroll issues should be rare but it seems apparent that employers paying the correct entitlements under the Holidays Act is rare.

Port Marlborough have identified that service pay had been paid incorrectly and our RMTU delegates at the Port identified that Bereavement, Alternative, Public Holiday and Sick (BAPS) Leave has been paid incorrectly. The most affected for BAPS leave are our members that have "lumpy" hours of work or work that is not predictable due to the nature of shipping, these members have been prioritised for assessment and back payment.

The delegates and management have been working together to resolve these issues and a proposed Record of Issues Resolution document has been drafted.

DELEGATE AND ACTIVE MEMBERS' TRAINING IN THE SOUTH ISLAND

We have the above scheduled for 16 May, at a venue to be confirmed, most likely in Christchurch. Any new delegates or active members interested in doing this one day training course, or old hands who want a refresher or an opportunity to pass on their invaluable experience are please contact RMTU South Island Organiser John Kerr on 027 246 4941 or jkerr@rmtunion.org.nz



This will be the first course run in the South Island using our new standardised course manual and materials after we undertook a review of delegate training and education late in 2018 and earlier this year. The course is aimed at equipping participants with the skills and knowledge to apply an organising approach in their work on behalf of members.

The value of this kind of education cannot be overestimated. Our union is proud of the number and quality of our delegates and we want to ensure they have the best possible training to do such a vital job. If you want to find out more, contact John or call Chelsea @ National Office on 04 499 2066.

LE PAY RATES – KIWIRAIL

A locomotive engineer based in the Waikato recently queried as to whether he was being paid at the correct pay level in the MECA. He was certified in January 2003 and was being paid at special 4 (48525). KiwiRail stated that he was on the correct level and so he contacted the Union. By our calculation he qualified for special 5 (48535) in January 2018 as he had achieved 16 years' service at that time. The RMTU approached KiwiRail and a discussion ensued.

KiwiRail has agreed to undertake a review of all Locomotive Engineer pay rates to ensure they are paid at the correct level and shall be backpaying any arrears to 1

July 2018 (the commencement date of the current MECA). The settlement of this MECA had altered wording which provided validity to his claim.

One issue which came to light in the movement of LE members from KiwiRail to Transdev Wellington is that the certification dates in the KR date file which was provided to Transdev was not entirely accurate. We suggest that members scan or photograph their LE certificate upon certification and hand or send it to their manager to ensure the accuracy of the certification date on file.

LYTTELTON PORT MEMBERS SUPPORT FIRST UNION PARAMEDICS, HEAR FROM WORKSAFE AND MARITIME NEW ZEALAND

A packed meeting of Lyttelton Port Branch members unanimously voted to support FIRST Union members working for St John's as paramedics in their struggle for a fair pay deal. Members heard from FIRST delegate Dean Brown, who went into the Christchurch Al Noor Mosque to treat the wounded as police secured the building in the aftermath of the recent terrorist shooting there. Dean is part of a team that is trying to get a decent pay rise for his brothers and sisters who do vital work in our community yet work for an organisation that is dependent on charitable donations, a fact that in no small way explains their poor pay rates (see <https://www.stuff.co.nz/business/111575303/paramedics-call-on-government-to-give-them-a-fair-wage>).

RMTU members unanimously voted for a resolution of support for these workers. Practically speaking, the paramedics cannot withdraw their labour, although they have been putting some very imaginative graffiti on their vehicles, so our members are prepared to back them in any way we can.

Members also passed resolutions in support of one of our health and safety representatives who, in our view, has been subject to a campaign of bullying and

harassment by LPC management, and another member who is facing entirely inappropriate disciplinary action for alleged performance shortcomings.

Representatives of WorkSafe and Maritime New Zealand also addressed the meeting and updated us on their plans to assess and audit LPC's health and safety performance. The Branch also heard about a planned meeting of members of the Executive with the new LPC Board chair.

GUARD AGAINST FLU THIS WINTER

Health Minister Dr David Clark is one of more than a million New Zealanders who will get vaccinated against influenza this year. The annual campaign begins this week.

"We can protect ourselves and our families by getting immunised, to reduce the spread of influenza to the most vulnerable people in the community. While many people experience moderate illness from the flu, around 400 New Zealanders die each year from the disease, and many more need hospital treatment," David Clark said.

"People can get their influenza vaccine free if they're at high risk of getting the illness, including those aged 65 and older, pregnant women, and people with chronic or serious health conditions, such as heart disease, cancer or severe asthma. Children aged 4 and under who have a history of significant respiratory illness are also eligible.

"This year, the influenza campaign focuses on people aged 65 and older. This age group is eligible for a free flu shot, but many don't see themselves as needing one," David Clark said.

"An annual influenza immunisation can keep you healthy and active for longer. Even fit and healthy people can get seriously ill from the flu, and for older people, a serious case can have a long

lasting impact on their quality of life and independence.

"Last year a record 1.3 million New Zealanders were immunised against influenza, after the northern hemisphere experienced a particularly severe winter. We were lucky in New Zealand last year, but we shouldn't be complacent – a bad flu season could happen any time. Influenza immunisation is important every year."

The influenza immunisation programme begins a little later this year on April 1, to ensure that the vaccine continues to provide protection through to the peak of the flu season, usually in late winter. This year's funded vaccine will protect against four strains of influenza, including updated strains of influenza A(H3N2) and influenza B.

"Many employers provide free influenza vaccination to staff, which it is a great way to protect employees' health at the same time as reducing the disruption to business caused by influenza each winter.

"The vaccine is available free from general practices and many community pharmacies for those eligible, or for a small fee for everyone else," David Clark said.



Additional information, images and resources are available from: www.influenza.org.nz/resources

DSG SHUNT LOCOMOTIVES NOW ASBESTOS CONTAINING DUST (ACD) FREE

KiwiRail have advised this week that all of the DSG shunt locomotives are finally ACD free. KiwiRail are proposing to "lift the requirement for mandatory Asbestos Related PPE to be worn when undertaking servicing and maintenance tasks that don't disturb ACM. The primary driver for doing this is to provide more favourable working conditions to staff".

While it is good that there is progress, we still need to know when these locomotives will be completely asbestos free by the

removal of Asbestos containing material (ACM).

PORT OTAGO BRANCH FATIGUE UPDATE

After the unanimous resolution at our membership meeting in February your union has been corresponding with Port Otago on the safety critical risk of fatigue. Members will remember we called upon Port Otago to engage with us on this vital issue.

Port Otago management have spoken with Quality Marshalling, an employer the RMTU has successfully worked with at the port of Timaru, and with the RMTU's National Health and Safety Organiser.

Some progress has been made in that management appear to be more positively disposed towards engagement than was initially the case. If we are to keep up the momentum the next steps will involve an exchange of information around what is being done and what could be done to manage this risk. Our experience and that of others demonstrates we are only going to successfully do this if managers and workers do this cooperatively.

The fact is that everyone has a great deal to gain if we manage fatigue and much to lose if we don't. A workplace where fatigue is properly managed is safer and more productive. A workplace where it isn't properly managed is dangerous. It's our members whose lives are at risk and, under the current legislation, managers and directors who are personally liable if they do not manage the risk.

KIWI RAIL - HOLIDAY ACT UPDATE

KiwiRail has been working with EY (peer reviewed by PWC) to identify if they have managed payments correctly and the

review has shown that some staff past and present may not have received the correct entitlements. An early estimate of the total amount involved is between \$15 million and \$30 million, though that may change.

This was calculated by taking a small sample of people and is a very broad range. For some staff there may be nothing or only very small discrepancies or for others it may be larger and so every person will be different. KiwiRail are determined to do right by their staff.

As soon as KiwiRail knows how many people may be affected and to what extent, they will let us all know.



KiwiRail are committed to ensuring workers will receive what they are owed, and they hope to be able to let everyone know what they are due by June this year.

For more information for KiwiRail current employees using the KR intranet system, a Q&A document is available on iKon (click here). <http://intranet/News%20Documents/Q%20and%20A.pdf>

Past KiwiRail staff members who were employed by KiwiRail between 1 April 2011 and NOW may also be affected. If you know any former employees (THIS INCLUDES METRO WELLINGTON), please ask them to contact KiwiRail to get an application form, so that they have all the information they need to check what, if anything, they owe them. Past staff can do this by:

- emailing KiwiRail at HolidaysAct@kiwirail.co.nz;
- phoning KiwiRail on 0800 724 501;
- or writing to

Holidays Act Remediation Project

KiwiRail Ltd

2 Bunny St

P O Box 593

Wellington 6140.

WORKERS' MEMORIAL DAY 28 APRIL 2019

On Workers' Memorial Day, we "remember the dead: fight for the living". The RMTU commemorates the day by organising events to remember all those killed through work but at the same time pledge to continue the fight to ensure that such tragedies are not repeated. The international theme is "Dangerous substances, get them out of the workplace". Worksafe NZ estimates that 30,000 people develop serious but non-fatal work-related ill-health each year.

Please show your solidarity and support for the workers and their families who've been cruelly affected by a workplace death, injury or ill-health.

Events will be occurring around the country on 28 April.

PORT TAURANGA CA NEGOTIATIONS.

Commenced on Friday 29th March with an exchange of claims, and the next bargaining session is set down for Friday 5th April.

The main elements from the RMTU claims are having a crane allocation clause, improved Coverage clause, a 5% wages and allowances increase, improved call out rates for the Electricians and Fitters, an improved wage package for the Butters, improved manning levels for the Operations Servicemen, a 7day on/off roster for the Cranes, and improved manning level for the Customer Service Centre.

The port's main counter claims are a 2% wage offer only on wages, a continuation of the electricians working party to introduce a 24/7 roster, restrict the use of twofers, reduce the Lines Supervisors and Linemen wages and allowances and introduce a contestable component to the at risk payment of 20%.

The RMTU negotiating team of Kelven Martin, Moss Carlin, Simon Naylor, Matthew Lister, Lyn Golding, Neil Wharry

and Gavin Kennedy are looking forward to a challenging bargaining round!

WORKERS' MEMORIAL DAY ARRANGEMENTS IN THE SOUTH ISLAND

The RMTU is organising two hour paid stop work meetings under s26 of the Employment Relations Act 2000 on Sunday 28 April, International Workers' Memorial Day.

At this stage the plan is for stop work meetings to commence at 1130 for a noon start to the ceremonies. This year we hope the focus to be on Timaru where we are working with Prime Port, Quality Marshalling and KiwiRail and the Timaru District Council on the commissioning of a memorial stone.

Venues are:

Christchurch: Memorial Garden off Gasson St;

Timaru: Prime Port – new site opposite the port admin building

Dunedin: Memorial Gardens, Market Reserve Princess St

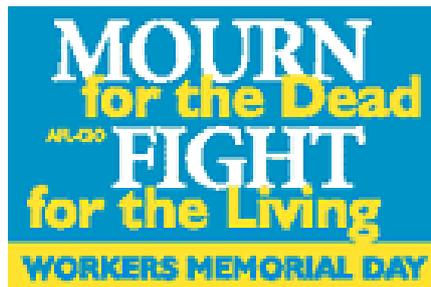
IXOM CA NEGOTIATIONS

The talks are set down for mediation on Wednesday 17th April as the parties have reached an impasse in the bargaining. The main sticking points are the RMTU's claim that Ixom are paying employees on Individual Agreements higher hourly rates and allowances than those RMTU members in the Collective Agreement, the measly wage offer of .5% compared to the RMTU claim of 5% on wages and allowances and Ixom's claim to reduce the long service entitlements.

The RMTU bargaining team of Phil Hayes, Bevan Peacock and Joe Brown are looking forward to the mediation which will be held at the Trustpower Stadium, Te Maunga.

WORKERS MEMORIAL TO BE ESTABLISHED IN TIMARU

The RMTU Timaru Rail and Port Branches, with the support of Prime Port, Quality



Marshalling and KiwiRail in conjunction with Timaru Council, have been working on the establishment of a Workers' Memorial near the port that will be focus for commemorations on International Workers' Memorial Day, 28 April, this year and in the future.

The Council have provided a site and Prime Port has agreed to source a rock on which a plaque will be fixed. We are planning on inviting local dignitaries to the inaugural ceremony at which RMTU Branch officials will speak.

This is a very powerful way of reminding everyone- employers, workers and the general public - of the overwhelming need to strive for the best possible health and safety systems, supported by legislation, so that all working people enjoy protection and peace of mind while they do what is required to support themselves and their families.

The RMTU is proud to be behind this initiative and to be able to say that while we mourn the dead we are fighting for the living.

KNIC COUNCIL UPDATE

Next meeting of the KNIC is scheduled for 1 May and we are looking at holding it in Wellington. We have a number of projects already underway as explained in the last issue of the Activist and another - on staffing levels - kicks off on 11 April.

The pay and progression review has started and we are at the information gathering stage. This project is likely to take months, with the aim to have it concluded by the time we start re-negotiating the MECA next year. Discussions around clarification of the flexible workers' clauses in the Networks schedule of the MECA are also underway.

We are also keen to hear of any issues relating to contracting out as this appears to be rearing its head again.

Regular updates are being sent to delegates and active members via e-mail. If you want to be included in these communications please contact John at jkerr@rmtunion.org.nz

WEST COAST NETWORKS MEMBERS DO STERLING WORK

Our Track, Structures and signals members on the West Coast are an amazing bunch. Once again the Coast received a battering from Mother Nature in March, leading to widespread flooding and slips closing lines.

Within a very short space of time the lines were reopened and back in service, well before some roads in the region. This demonstrates two things: the calibre of the RMTU men and women responsible for the network is second to none; and rail is by far the most reliable and practical way of keeping isolated communities connected. This was proven during the Christchurch and Kaikoura earthquakes and has been shown time and time again when storms hit the West Coast. Well done to all!

HEALTH AND SAFETY REP TRAINING-HOW TO REGISTER FOR A COURSE

Following the Union AGM's, new Health and Safety Reps who've recently been elected to Health and Safety Committees are required to register for H&S Rep training. H&S Reps attend 2-days paid training per year paid for by the employer.

To register on a course go to www.worksafereps.co.nz

KINLEITH

On 26 January two RMTU KiwiRail employed members were involved in a runaway/collision at Kinleith. However neither union member contacted their delegate for support and advice. The investigation/disciplinary process has been completed. However the outcomes could have been better if the union members had sought support and advice a lot earlier in the investigation.

ALWAYS CONTACT YOUR DELEGATE IF YOU HAVE AN INCIDENT OR ACCIDENT.



MEMBERSHIP DATABASE UPDATES

The RMTU membership database is an important tool in contacting Union Members or ensuring members are kept up to date with the latest information. We are concerned at the number of "unknown" or "return to sender" envelopes returned to National Office as part of this year's officer elections. We remind members that if you wish to exercise their rights and participate in the decision making aspects of the Union they should ensure they inform National Office of any change of address or contact details as soon as possible. This includes any change of designation or employer.

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

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

BOP RAIL BRANCH.

The next BOP Rail Branch meeting will be on Wednesday 10th April at the RMTU rooms at 1100am.

The main agenda items are manning levels at the Mount yard, the issuing of Pin notices and Red Cards. Should be a lively discussion.

KR MECA Coverage Clause

The RMTU is becoming very frustrated at the cavalier disregard that KiwiRail have for the coverage clause within the MECA. This clause is an important element of the collective bargaining within rail as it shows clearly who is in the MECA and who is out. Over the last year or so the RMTU has identified instances where existing members and new staff are being offered and given Individual Agreements when they are offered employment in positions which fall wholly within the MECA.

This is unlawful and disadvantages workers in many instances. Either this is part of a wider anti-Union conspiracy or is just a cock up by the Managers or the HR advisors involved. The cock up theory is what KiwiRail would have us believe however this misapplication is unwavering and being consistently applied. This coupled with the fact that despite assurances that "they" will fix it the poaching of MECA members onto IEA's continues.

This approach is clearly inconsistent with the HPHE prevailing doctrine of us having a partnership relationship but as we all know partnership can be undone by mistrust and a lack of fidelity.

The latest issue identified is the turnaround managers in the Picton and Wellington Interislander terminals. These members do not hire and fire and upon investigation there is a mix of full MECA, MECA with salary option and IEA. This is an unequal situation as it means some workers on a common roster are on full penalty rates, others a salary which has a "component" payment for penalties and others which have no penalties at all plus the other disadvantages of a KR Individual Employment Agreements (IEA's) like capped sick leave and many assorted other lesser than the MECA conditions.

The RMTU believes that there are at least 300 Union members KiwiRail wide who are incorrectly on IEA's whilst they fall wholly within the coverage of the MECA. We believe that this situation is mostly responsible to KiwiRail adopting an approach that "if you want this job it is an IEA" rather than members actively wishing to be employed under an IEA. We believe that there is a fundamental lack of understanding of the principles or HPHE and the Employment Relations Act within the Talent Acquisition and HR functions of KiwiRail. Unless there is a meaningful step change in this space the RMTU will be reconsidering its engagement relationship with KiwiRail as clearly the relationship Charter and the HPHE engagement principles are meaningless to them and so a return to a Business As Usual (BAU) approach by the Union is justified.

We call upon all delegates to be vigilant in their workplaces and worksites to ensure that the coverage clause for the MECA is rigidly applied to all promotions, appointments and new starts. For example



the Executive support exclusion in the MECA is not intended as meaning someone who may answer the phone or type a letter for the boss now and again nor is sales and a customer logistics role meant to be anyone who talks to customers or arranges freight. If you're not sure ask your organizer for advice.

WE HAVE TO STAMP THIS ATTACK ON UNITY OUT!

AGREEMENT ON GENDER EQUALITY

We are very pleased to inform you about a ground-breaking agreement on "Strengthening women's employment and equal opportunities in urban public transport" signed by the ITF and the International Association of Public Transport (UITP) on 7 March 2019. The proposal to develop a positive employer gender policy came out of a joint ITF/UITP workshop on women's employment held at the global UITP summit in Montreal in 2017. The ITF Women Transport Workers' Committee in collaboration with the ITF Urban Transport Committee developed a set of recommendations to ensure a strong outcome for women workers and ITF affiliates.

The agreement includes recommendations in 9 key areas:

- Working culture and gender stereotypes
- Recruitment
- Work environment and design
- Facilities
- Health and safety at work
- Work-life balance
- Qualifications, careers and work opportunities
- Wage equality and terms and conditions of employment
- Corporate policy

These recommendations provide a framework for collective bargaining with

employers on issues important to your members in public transport workplaces:

Let us know how you use these recommendations with your employer

Share good practices to inspire and motivate others.

For further information, follow [this link](#) – which includes a video message from Diana Holland, Chair of the ITF Women Transport Workers' Committee.

SOCIAL EVENING FOR RMTU LYTTELTON PORT BRANCH MEMBERS

This Saturday 6th April, members and their partners are welcome at Winnie Bagoes, 153 Madras St, Christchurch at 1900 hours, for dinner followed by drinks at the Irish bar The Bog.

Indications of numbers attending to Branch Secretary Brian Gilkison 027 446 8779 asap please.

C3 VARIATION

The BOP Port Branch executive have authorised raising a variation to the Owens Cargo Company Collective Agreement with C3, to resolve the change in the relativity of the wage rates in the Collective by the increase that C3 Plant Operators achieved late last year.

C3 TRUCK DRIVERS

There will be ratification meeting of the proposed C3 Truck Drivers Collective Agreement on Thursday 11th of April at 1530. The mood of the drivers is to reject the offer as the wage rates are out of kilter with drivers wage rates in the Bay of Plenty.

Remember – Lets be Safe at all times!

