

THE ACTIVIST



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KIWI RAIL MECA RATIFICATION 2023 – 2025 BALLOT RESULT

The procedure agreed by members is that the proposed settlement will be rejected if more than 33% of RMTU Members who would be covered by the MECA, vote to reject the proposed settlement.

TOTAL BALLOT PAPERS ISSUED: 2796

TOTAL BALLOT PAPERS RETURNED: 221

RETURN RATE: 7.90%

**TOTAL BALLOT PAPERS RATIFIED THE
PROPOSED SETTLEMENT: 2575 92.09%**

**TOTAL BALLOT PAPERS REJECTED THE
PROPOSED**

SETTLEMENT: 220 7.87%

TOTAL BALLOT PAPERS RETURNED

INVALID: 1 0.04%

100.00%

**92.09% OF MEMBERS VOTED TO
ACCEPT THE RECOMMENDED
SETTLEMENT THEREFORE THE
PROPOSED MULTI EMPLOYER
COLLECTIVE AGREEMENT SETTLEMENT
IS DEEMED RATIFIED.**

As an overwhelming majority of members employed within KiwiRail Holdings Limited and KiwiRail Limited indicated support for ratifying the proposed settlement for the Collective Agreement, the Union will sign on behalf of RMTU members employed by KiwiRail Holdings Limited and KiwiRail Limited immediately.

Howard Phillips
RMTU National Returning Officer

KIWI RAIL SPECIAL SAFETY ASSESSMENTS FOLLOWING SERIOUS INCIDENTS

The Rail Regulator Waka Kotahi have opened two new rail special safety assessments at KiwiRail on shunting operations and networks access control;

1. The first was triggered by the serious incident in December 2022 in Whangarei where a rail operator was seriously injured from a collision between the shunt loco and a HVM trailer. The regulator will be assessing shunting operations in Westfield and Picton terminals from 2nd-6th October.

2. The second assessment is of Network Access Control (Train Control). This follows a serious near miss involving track workers on the Johnsonville line. Waka Kotahi told the union they want to identify systemic safety issues and will be assessing Train Control operations, fatigue management, compliance with procedures and KiwiRail's internal assurance process. This assessment is also happening in October.

RMTU Delegates have been invited to participate in the assessment

AUCKLAND ONE RAIL (AOR) MEMBERS SPEAKING UP ON FATIGUE

Over 60% of AOR Loco Engineers (LE's) have completed the RMTU fatigue survey.

The main themes are;

1. Most staff have experienced symptoms of fatigue at work
2. Staff have made significant operational errors due to fatigue
3. Single Rostered Days off do not provide enough time to recover from sleep debt and fatigue

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

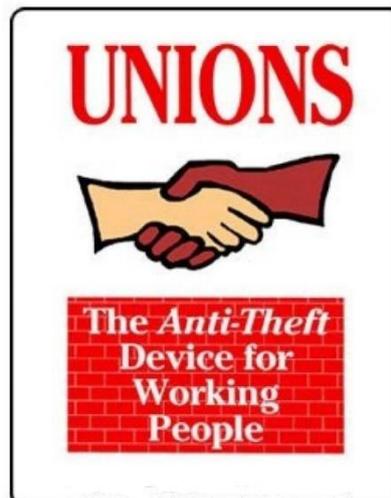
4. Staff are reluctant to report fatigue due to fear of blame by management
5. Staff are getting less than the recommended minimum amount of sleep each night (7-9 hours), which impacts their health and fatigue levels
6. Staff and management have different perceptions of fatigue risk and different fatigue tolerance levels.

The survey information will be used to push for improved fatigue risk management including safer rostering at a joint company/union fatigue management working group which will shortly be established.

WORKSAFE ISSUES AUCKLAND ONE RAIL (AOR) WITH AN IMPROVEMENT NOTICE

Worksafe have issued Auckland One Rail with an improvement notice for breaching the Health and Safety at Work Act. Auckland One Rail Limited are not adequately managing the psychological risk and trauma to staff who have been exposed to traumatic level crossing incidents.

Worksafe told AOR to follow a risk management approach, including identifying workers that are exposed to the risk of psychosocial harm and implement effective controls including training. They've given AOR until April 2024 to address the issue.



CONSULTATION IS UNDERWAY FOR MECHANICAL ENGINEER'S AT MIDDLETON

Thanks, you all for your patience whilst we navigate the complexities of the impending changes to KiwiRail's business. With support from the business and the RMTU, we would like to advise of the following process in regards to rostering for Mechanical

Engineers currently based at Middleton. We are hoping that this will provide clarity and stability to the team and enable us to move forward.

Your RMTU team Tilak, Ben and Andy, would like to discuss, with Nathan, a roster change for staff. Key points to this consultation will be;

1. What will rosters look like at Waltham and Middleton.
2. A proposal to work the existing shift pattern, with a variation to start finish times being the only change.
3. Proposal to lock in an agreed roster for 18 Months minimum.
4. When will the roster change take effect?

We would also like to discuss concepts of people structures at Waltham and Middleton

5. How many positions are available at Middleton for Mechanical Engineers -

- a. Factors deciding this decision
- b. Ensure structure is workable
- c. Where possible cater for individuals' preference of workplace.

Meeting invites will be sent out shortly

Team A – Sunday October 15th Time TBA
Team B, C, D – Wednesday 11th October
Time TBA

Please give any feedback to your delegates Tilak or Ben and if you have not filled in the Survey Monkey from RMTU please do so as we can use this in the consultation.

PRIVATISATION OF LYTTELTON PORT COMPANY (LPC)

Lyttelton Port Company, is amongst a number of 'Infrastructure Companies' which are 100% owned by the people of Christchurch. Every 3 years a significant focus of the local body elections is whether the council will continue to own these important pieces of

infrastructure, and every election that I can remember most political candidates say 'we will not be selling the family silverware', and that's exactly what the present mayor, Phil Mauger and his predecessor Lianne Dalziel said. The process to 'monetise and privatise' the port and other assets has been underway for over a year now with report commissioned by Lianne Dalziel now being seriously considered by council. This is not the first time the port has been potentially under the hammer, with a significant attempt to sell 49% to private interests over a decade ago. It was not a popular decision back then and it doesn't seem to have the public backing now either, with local Newspapers running numerous stories on the sell off and gauging public opinion, it was strongly opposed to say the least.

This year the port delivered an \$18.9 million profit, its actually doing very well financially for the people of Christchurch, whoever all hear is there's not enough money in the bank, city services may need to be cut, or rates will have to go up. Yet council doesn't seem to have an issue with the Airport buying \$40 million worth of farmland in Central Otago. The only solution is to sell our Assets apparently.

RMTU, Munz, Etu, and the PSA have agreed to work together alongside other motivated and influential organisations to exert pressure on the Council to not put our infrastructure on the auction block, we all know once you sell infrastructure you very rarely can afford to buy it back. Once privatised it is run into the ground and profits eventually taken off shore, with working conditions and wages also falling by the wayside.

Once the dust has settled from the General Election expect to see a campaign focused

on educating the public and encouraging them to stand with us and fight asset sales.



KIWI RAIL LE'S ARE SPEAKING UP ON FATIGUE AND FAID.

The RMTU is surveying LE's at KiwiRail to find out whether introducing FAID into day of operations has improved fatigue, and find out if the FAID tolerance level is set at the right level to provide enough quality sleep for good health and safety.

The concern arises from a recent presentation by Inter-dynamics (the company that owns FAID) who told KiwiRail and the RMTU that in simulator studies of loco engineers a FAID score of between 90-100 had a significant increase in errors and high-risk behaviors due to fatigue: e.g., less critical planning, improper braking techniques. To access the survey, use the QR code below of got to this link <https://www.surveymonkey.com/r/HMNCQR>. Please note this survey is for Kiwirail LE's only.



PORTS- CONSULTATION ON APPROVED CODE OF PRACTICE (ACOP) BEGINS

Maritime NZ have released the draft Approved Code of Practice for *loading and discharging cargo at ports and on ships* for consultation.

This long-awaited draft document is extremely important for raising the standard of health and safety in the ports.

There is a union drop-in session for members to discuss (via zoom) **on 19 October 10am-** meeting to discuss our submission.

If you would like a copy of the draft code, email kfletcher@rmtunion.org.nz.

Join Zoom Meeting -

<https://us02web.zoom.us/j/86478312636>

TARANAKI RAIL

Taranaki Rail held its AGM on 23 September, a good turnout on a rainy day. Number 1 on the agenda was two men on the ground when shunting at Whareroa. This site seems to be exempt from this universal safety rule because it is temporary siding a status which it has held for the last 22 years. It is time to take our safety seriously if this rule is good for the rest of the country it is good for Whareroa, the Fonterra work has been sealed there for the next ten years so lets make things safe too.

TARANAKI PORT

Major announcement at the Port AGM, Biggles has stood down as the Branch Chair. Biggles is transitioning to retirement after 26 years in the union and is pulling back from front line. Destine Hull was voted in as the branch Chair moving up from branch secretary a role which is yet to be filled. We wish Biggles all the best for his retirement when he does actually retire, this does

create another vacancy for conference photographer if anyone is interested.
Palmerston North Rail

CENTREPORT

Centreport have just ratified a new three-year deal. 15.5% increase over three years is a reasonable deal with some good movement on guarantees and rosters. P24's now get to have 1 in 3 weekends like the rest of the permanents.

PALMERSTON NORTH RAIL

Another AGM in the lower North Island sees Clint (Chops) Bremner take over from John Millward as branch Chair, Clint is stepping up from the vice chair role as John looks toward retirement. We wish Clint all the best in his new role.

NELSON PORT BRANCH

RMTU have initiated bargaining at PNL which is set to commence at the end of October. The stevedores' roster trial continues with great hope ahead for a new way of working. C3 Nelson have ratified a deal which sees good pay rises but has unfortunately divided the membership over some terms that were agreed.

MARLBOROUGH

Interesting times in Picton as we all hold our breath to see which way the iRex project goes. Interislander have moved to a temporary terminal but we still wait to see demolition start on the old terminal. Picton is set to be busy over the next few years with a new terminal, wharves and rail yards. This will impact our members in both rail and port and will no doubt have a huge economic impact on the region.

WELLINGTON RAIL

We welcome Anthony Radley as the new branch chair for Wellington Rail Branch. An extremely well attended AGM saw the voting in of new members of the branch exec and



new delegates too. Plenty of robust discussion around continuing pay issues at Transdev Wellington dominated general business. The news is that TDW is to commission an independent audit of their payroll which will hopefully identify and fix issues.

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 were up for election this year and so there may be votes conducted by mail. If we have the incorrect address info you would not have got a vote as you will never receive a voting paper. Update now!

KIWI RAIL /RMTU INDUSTRIAL COUNCIL ELECTIONS UPDATE #2

The following are the results of nominations for the re-called Kiwirail Industrial Council positions, which closed on Friday the 1st of September 2023 at 5pm; and the results of the Industrial Council Elections which closed on Friday 15th September 2023 at 5pm.

KIWI RAIL FREIGHT INDUSTRIAL COUNCIL

South Island CT Site – Jatinder Saggar is declared elected unopposed.

Congratulations Jatinder.

KiwiRail Freight Industrial Council – Lower North Island Terminals Rep

As there were more than two candidates a preferential voting method was used. The result of the ballot between Tony Harrison, Bryan Keelan and Oliver Pratt is as follows:

COUNT 1	
Issued	95
Returned	15
Invalid	0
Overall Return Rate	15.79%
PRATT, OLIVER	9
60.00%	
KEELAN, BRYAN	6
40.00%	
HARRISON, TONY	0
0.00%	

At the first count Oliver received more than 51% of the total votes returned and is declared elected. Thank you Bryan and Tony for standing.

KiwiRail Freight Industrial Council – Locomotives Southern.

As there were more than two candidates a preferential voting method was used. The result of the ballot between Martin Botha, Dodie Joseph and Neil Williamson is as follows:

COUNT 1	
Issued	138
Returned	85
Invalid	0
Overall Return Rate	61.59%
WILLIAMSON, NEIL 57	67.06%
BOTHA, MARTIN 17	20.00%
JOSEPH, DODIE 11	12.94%

At the first count Neil received more than 51% of the total votes returned and is declared elected. Thank you Martin and Dodie, for standing.

Rudd Hughes will be in contact to advise you of the next meeting and the current issues



being addressed by the council

KIWIRAIL INTERISLANDER INDUSTRIAL COUNCIL

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

Scale 1 (Wellington) – Jodean Manu is declared elected unopposed.

Ferry Operations (Wellington) – Graham Beazley elected unopposed.

Congratulations to those successful nominees, Todd Valster will be in contact to advise you of the next meeting and the current matters being addressed by the Council.

KIWIRAIL I&A (Networks) INDUSTRIAL COUNCIL

Track Auckland Metro – Ratu Vakacereivalu is declared elected unopposed.

Track Non Metro North and South Island – Amelia Hunter is declared elected unopposed.

Track Wellington Metro – Due to there being no nominees for this position a representative will be co-opted by the Council during the term.

KiwiRail Networks Industrial Council – Train Control.

The result of the ballot between Peter Kawai and Sarah Wilde is as follows:

Issued	82
Returned	40
Invalid	0
Overall Return Rate	48.78%
KAWAI, PETER 33	82.50%
WILDE SARAH 7	17.5%

Congratulations Peter and thank you Sarah for standing.

KIWIRAIL PASSENGER INDUSTRIAL COUNCIL

South Island Representative – A first past the post ballot will be conducted as we have two candidates for election. They are Sharon Scapello and Sasha Goburdhone. We anticipate issued ballot papers to members in the South Island Representative voting group week commencing 18 September 2023.

Regional Passenger Representative – Due to there being no nominees for this position a representative will be co-opted by the council during the term.

Please ensure you advise National Office if you have changed addresses or your designation in the Company since the last RMTU mail-out.

Call RMTU 04-499-2066 or alternatively update your details online www.rmtunion.org.nz or email office@rmtunion.org.nz.

Howard Phillips

NATIONAL RETURNING OFFICER



Remember – be Safe at all times