

THE

DECEMBER 2016

TRANSPORT WORKER

The journal of the RMTU – NZ's largest specialist transport union

**Montreal
maritime
roundtable**



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**FATIGUE
MANAGEMENT**

Changing shift times is having a significant effect on the health of our members. Some recent cases are outlined.

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Need to rally around to save rail with disaster parasites hovering around.

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**BIENNIAL CONFERENCE**

The RMTU conference is dubbed another success by the multitudes and sets course for the next two years.

COVER PHOTOGRAPH: RMTU members Andy Kelly and Allan Jaquiere fly the flag at a Montreal rally as part of the maritime forum (see page 4). (inset) Rail damage from quake which has the disaster parasites whetting their lips. Stay vigilant! (see page 9).

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Wayne Butson
General secretary
RMTU

Quakes a warning to stay vigilant

Like many of you, was shaken awake just after midnight on 14 November 2016 by the 7.8 magnitude earthquake. I am always in awe of the power that Mother Nature can unleash and I know that lying in my bed at the time all I could think of was "when is this one going to stop". It did but with a final sharp jolt like I have never experienced before in any earthquake.

My immediate thoughts went out to our Union members who would have been at work as RMTU members are mostly 24/7 workers. I was hoping that they were all safe and sound and that no train drivers' with trains derailed, tower or mobile container crane drivers still sitting in their cabins as they topple into the sea or straddle carriers or top lifters rolling and so on. I also thought of the track workers who would no doubt leave their families at this stressful time to turn out to inspect the infrastructure for damage.

This was all going through my mind and then the bloody Tsunami sirens went off and I suddenly realised I had no idea what it meant. Right at that moment I experienced what we all know now – wider NZ remains largely unprepared for a major earthquake or tsunami despite the lessons of Christchurch a mere six years ago. I live on a hill over-looking neighbouring properties and I was shocked to see and hear the numbers of neighbours wandering the street with torches all asking "what should we do?"

Me, I was all for scuttling up the hill behind our home. However, no mountain of water came up the Hutt Valley and so the sirens wailed on and on and we all went back to bed. Lesson learned – ignore the sirens as nothing happens.

Later that day reports came in of the two LEs rescued from Marlborough (one from the train and the other from a farmer's house after he had been taken there from his wrecked rental car).

The train was abandoned and later looted. Buildings in Wellington were damaged, streets cordoned off and the clean-up of our Union office.

We also began to see the pictures and videos of the damage wrought around Culverden, Seddon and Kaikoura and the shocking state of State Highway 1 and the railway line. My heart sank as we all know the shocking record of the John Key led Government using natural disasters and slips as excuses for closing railway lines.

Others share my concern and questions have been asked in Parliament as to whether both the road and rail along the Kaikoura coast will be restored. Minister



This slip has pushed the rail line into the sea.

◀ Bridges has been direct in his answers and has said 'Yes'. Meanwhile Key is reported as floating questions as to whether the road and the rail "are in the right place".

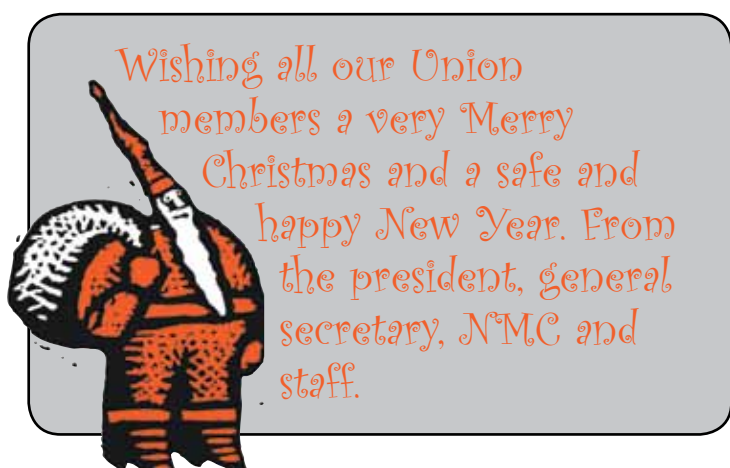
There is a clamour to have a strong coastal system from Wellington to Lyttelton and an expectation that KiwiRail should provide the service. Potentially this could see the KiwiRail Interislander in competition with KiwiRail freight and so I will watch developments with interest.

To assist in putting pressure on Government to assure the rebuild of the Main North Line our Greens friends have started an online petition for presentation to the Government and I urge you all to get friends and family on-board to support it.

There is also an online petition supporting the generation of a coastal operation between Wellington and Lyttelton and we need to support this too. It is RMTU national policy to call for a national port and coastal shipping strategy and it would be good to see the Government implement this.

Scary reports are surfacing of car experiences on the inland route between Blenheim and Hanmer Springs as a road never designed with high productivity trucks in mind is being smashed into oblivion and where drivers are taking massive risks to overtake them. The death toll is a ticking time bomb.

In closing for this issue I wish all of you and yours a very Merry Christmas and a happy, safe and healthy New Year. May we all return well rested and invigorated to see a Labour led Government elected in 2017 so we can see rail supported to a point that it can genuinely call itself the backbone of New Zealand's land transport system! 🚂



Retirements



Dear Editor

Due to myself taking severance from KiwiRail I hereby wish to tender my resignation from the RMTU. I would like to thank the Union for their support and help over the years.

Michael Simpson.

17785.

Dear Editor,

I wish to advise that as of 30/9/2016 I will be retiring. After 46 years with rail I feel the time is right. Therefore, I am informing you that I will be resigning from the Union. I would like to take this opportunity to thank the union for all the terms and conditions fought for during my time with rail not only for me but all other employees. I also wish to thank you for the assistance given to me personally.

Wayne Pearce

Mount Manganui.

Dear Editor and Brothers,

It is with regret that following my retirement from KiwiRail on 18 November I must tender my resignation from the RMTU. I have enjoyed my association with the union movement in its various forms over the past 50 years. I joined the Railway Officers' Institute in 1966 moving on to the CURE when amalgamation took place, then on to the RMTU in 1995.

I have enjoyed the various offices I have held and, in particular, representing the Bay of Plenty branch at Conferences in 2006 and 2009.

My best wishes go to you and the Union.

Dave Stout

Kinleith.

Dear Editor,

I tender my resignation from the Union. Due to the current position I hold as crane supervisor it is no longer tenable to remain a Union member. I thank you and the rest of the team for your representation over the years and I look forward to continuing that relationship in the years ahead.

Vaughan Lewis

Port of Tauranga Limited.

Conference fan

Kia ora Editor,

My name is Allana Ranui and I attended the 20th biennial conference as the Bay of Plenty, rail branch women's rep. I am employed as a locomotive engineer and I am currently the Union rep for the LEs in Kawerau.

Although this was my second conference, it may as well have been my first as the last one I attended was back in 1997 when Ross Wilson was general secretary. My singular memory is of being overwhelmed by it all. At the time I put it down to being a country bumpkin straight outta Murupara, isolated from the rest of the rail world and VERY GREEN to the Union whanau.

Montreal maritime roundtable

By Roz Muir

OH Canada! What an experience. A week back in New Zealand and I'm convinced there will be no reversion to the person I was before the ITF's Maritime Roundtable 2016.

Montreal really put it on for us with temperatures up in the mid to high twenties and plenty of blue sky. Many of our workshops were held on the 36th floor of the Marriot so we had killer views over Canada's former largest city. The food was great and the company was incredible.

I guess I hadn't really known what to expect. In any case I was very pleasantly surprised by the 200-strong gathering, representing 60 countries from around the world. The calibre of participants was just phenomenal. So many people committed to what basically equates to improving the world around us and brightening a future currently dimmed by corporate greed and bottom lines.

The bottom line, as I see it, is that all workers should get to go home safe and sound from their places of employment, with appropriate coin in their pockets and a sense of security for them and theirs.

Sadly this isn't the case.

This point was brought home by one man in particular, brother Shwe of



My presentation was so good Paddy Crumlin was taking notes!

Myanmar. Shwe's story involved being abandoned on a ship and requiring rescue by the ITF. He quite literally put his life on the line multiple times to ensure the repatriation of his workmates. Unaware of who he was, I broke bread with him one morning prior to his presentation when he was explaining to another participant about the nightmares he was experiencing and reliving his ordeal during the lead-up to MRT2016. It simply doesn't bear thinking about.

Fantastic opportunity

On a more positive note, the conference was a fantastic opportunity not only for learning and gaining perspective, but networking. The power of intercourse (dialogue, obviously) should never be underestimated. A conversation can be inspiring, invigorating, and in fact, life-changing. I met some truly wonderful people who helped give me a clearer understanding

I also thought my feelings of being overwhelmed were magnified by the fact that I was in a minority group – a young Maori female employed in a male dominated industry. The fact is – woohoo – I'm still here! And I know that our Union has had a lot to do with the fact that I am still here because the Union has been acting for my best interests in my work place.

I congratulate the organisers of this year's conference, it worked really well and having the women's representatives meet before the official conference gave us the opportunity to come together and re-affirm good decisions made on behalf of our members. We had three motions put and carried, which was a positive outcome for our roopu wahine. Kia ora ano.

We decided that the best method to keep us all informed is by block texting, one



Allana holding the 1997 issue of TTW where she was a first timer to conference.

message to multiple recipients, ensuring we get the same message at the same time, and to be used also to promote membership to the RMTU women's Facebook page. For more information direct enquiries to Ruth Blakeley our national management committee women's representative.

The guest speakers to conference were

informative and inspirational and I am driven to put into practice what I have learned and to share important information from this conference to members, and, wherever possible, encourage recruitment into the Union.

I look forward to getting to know our members in the ports by bringing back the family gatherings and through suggestions of doing something together on Workers' Memorial Day next year – or even earlier at the end of year celebrations. This exercise will promote unity and strength if, and when, the time comes to support one another. We will be acting in support of friends and other workers we know.

So I end with a big thanks for a great conference and let's all start organising for Unity and Strength.

Allana Ranui.

of unionism and what it means to be part of the shipping industry on a global scale.

Shipping was referred to as a ghost industry. I hadn't thought about it in those terms before but it absolutely is. Most of us have an awareness of the existence of sweatshops and the horrendous conditions that children can be forced to work in assembling electronics or footwear for example, but not many people outside the port gates would have any clue about life at sea or the dangers faced by dock workers on a daily basis. Public awareness is definitely lacking on that front. The hours worked, the tasks carried out and the rates of pay in our industry would be an unconsidered mystery to most.

We're merely the facilitators in the background, carting and landing those seemingly all-important devices around the world so that big business can carry on.

What would happen if shipping stopped for a day? Worth pondering, that one.

Montreal rally

In any case, the conference workshops were highly informative and left us all feeling empowered. Our rally through the streets of Montreal was a sight to behold, and I'm sure at least some of the connections I made during MRT2016 will last a lifetime.

I was lucky enough to be one of three participants chosen to speak on the final day. My presentation was based on how my perception had changed, how motivated I felt, and what I would be aiming to achieve on my return to New Zealand.

Watch this space! 🌐



Post-conference photo with stars from RMTU, ILWU, ITF and MUA. (l to r) Allan Jaquierey, Dan Kask, Danny Cain, Peter Labay, Rob Ashton, Aarin Moon, Steph Dobler, Nick Pedler, Kerry Farrell, Roz Muir, Harv Grewal, Melissa Dianne and Mikey Mayer.



The Docker Podcast Group - young ILWU workers record an online radio show at conference. (l to r) Dan Kask, Mikey Mayer, Steph Dobler, Harv Grewal and Jason Woods.

The Wellington Hyundai Rotem EMU depot team swearing the White Ribbon pledge to end violence towards women.

Action demanded for fatigue management

TRAIN manager/TXO Simone Dixon, an RMTU delegate, recently requested a risk assessment on behalf of the on-board staff working long hours on the Northern Explorer.

Simone works on-board the service which travels from Auckland to Wellington return. A typical shift starts at 4.30am and involves internal train checks on the Northern Explorer, loading and unloading passenger luggage and on-board customer service. At the end of the shift Simone pilots six carriages through safety critical areas back to the depot.

Shift lengths for this combined TXO/train manager role is typically 12 hours minimum – if everything goes to plan and there are no delays. After booking off, some people drive up to an hour to get home.


Members consider the long working hours are putting a strain on workers and feel a need to make sure that fatigue is being properly managed.

Red Card issue

Recently a Greymouth-based rail operator issued the RMTU's Red Card following a near road collision. The operator reported

the incident to his manager and identified his fatigue, caused by his shift work rostering arrangement, as the root reason. The roster only allowed for one rostered day off between shift rotation.

The RMTU urges members to report issues of work related fatigue due to unfair rosters. Reported accounts of risk related fatigue are evidence of a problem. The issue of work related fatigue needs urgent attention and fatigue management process should be extended to all RMTU members in safety critical positions.

"There's a forgotten army of shift workers out there that need to have better shift work parameters built into rostering," says RMTU general secretary, Wayne Butson. 



Simone Dixon (centre) recently requested a risk assessment.

PORTS RETIREMENT PLAN ARE YOU A MEMBER?

The Ports Retirement Plan is open to all port workers.

The Plan has an external administrator and contributions are invested with five fund managers.



Ports
Retirement
Plan

Download a copy of the
Investment Statement and Application Form at:
www.portsretirement.org.nz

Workplace fatigue

SHIFT workers in the RMTU are familiar with the debilitating effects of work related fatigue, both on home life and at work. Workers suffering from fatigue have impaired alertness, poor reaction time and less ability to problem solve. Studies show that fatigue related impairment is equivalent to being over the drink drive limit and the physiological nature of fatigue means that affected people are actually physically incapable of performing at their best as opposed to unwilling.

The causes of work-related fatigue are well known and include shift work, rapid turnarounds (eg insufficient time between shifts and within shifts for rest and recovery), rotating shift patterns that change weekly, short notice changes to roster, backward rotating shifts and variable shift start times – all contributing factors.

In addition, unplanned work (eg on-call duties, overtime, emergencies, etc), commuting time and noisy, hot, or dusty environmental conditions all contribute towards the risk of fatigue.

Managing workplace fatigue

KiwiRail has recently contracted Professor Phillipa Gander, a world leader in fatigue risk management, to work with a

joint working group of RMTU and KiwiRail representatives.

The joint group are reviewing the fatigue management arrangements (including rostering) for locomotive engineers (LE) and train control and looking in particular at how to take a risk-based approach to managing fatigue.

A risk-based model looks at the sources of fatigue and what the potential consequences are if a worker is fatigued on the job.

Different types of work have different levels of risk so high risk jobs should have more controls to prevent and reduce harm caused by fatigue than lower risk jobs.

If a person drives to and from work, their commute time is part of the risk calculation.

This is due to the number of motor vehicle accidents involving people travelling to and from work.

Professor Gander is currently compiling a report of recommendations to the KiwiRail executive.

How to manage fatigue

A fatigue risk management system includes the following:

- a company fatigue management policy;
- design of working patterns and shift rosters that allow for adequate sleep


opportunity and work life balance;

- risk assessing changes to working patterns and rosters;
- monitoring levels of fatigue;
- fatigue education;
- data analysis including checking master rosters vs actual rosters;
- fatigue should be investigated as part of incident investigation,
- a workplace culture that encourages people to report when they are fatigued whether it's related to work or not, and
- Worker consultation and engagement regarding proposed rosters.

A fatigue risk management system (FRMS) should include consultation with union and health and safety reps.

Restrictions around working hours

Limits on excessive working hours and negotiating minimum break periods between shifts is an important aspect of fatigue management.

Laboratory studies show that at least two consecutive nights of unrestricted sleep are needed for the structure of sleep to return to normal sleep patterns. When a worker goes from nights to day shifts they require two nights unrestricted sleep before they start the next shift rotation. 


LEs - a pain in the back!

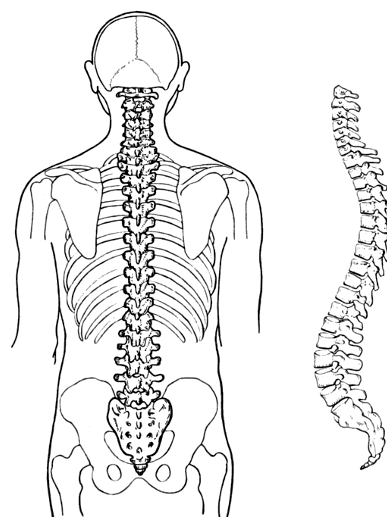
AN increasing number of locomotive engineers are complaining of neck and lower back pains believing that they are associated to being subject to constant vibrations in the cab over long periods of time.

Indeed, research has indicated that there is a direct link between the two and that, untreated, can result in increased disability. Many reports state that the whole-body vibration impact arising over longer work periods must be regarded as at least a contributing factor. Remedies focus on providing suitable seating to dampen the vibration in the horizontal plane.

Complaints have been so frequent and wide spread that rail companies, rail operators and researchers worldwide have undertaken studies of the effect and have endeavoured to describe remedies.

A report, 'Low back and neck pain in locomotive engineers' exposed to whole body vibration, often used as a reference by the RMTU is posted on their website (rmtunion.org.nz).

If you think your back and neck pain is associated to cab conditions the RMTU urges you to take effective measures. In the first instance contact your health and safety rep to start the process. 



Are LTIs being fudged?

LOST time injuries (LTI) are being used by companies as a performance indicator on how well health and safety is being managed. Unfortunately ZERO LTIs does not equal ZERO injuries.

The RMTU is concerned that KiwiRail is keeping LTI figures artificially low by returning injured people to work almost immediately following an incident.

Recently a loco engineer was injured at work receiving multiple contusions to his hip and leg.

He was taken to A&E where he was declared unfit for returning to work for three days. He was then taken to see the rail medical officer (RMO) who prescribed him unfit for normal duty for three days but with the ability to do alternative duties defined as 'office work'.

The loco engineer then returned to work the following day to do alternative office work. Unfortunately the office duties were in an upstairs office and due to the nature of his injuries he was restricted from climbing stairs, sitting or standing for prolonged periods.

Unable to do the prescribed work he was left in the lunch room with no alternative duties and no contact from a case manager.

Someone suggested he clean the microwave and fridge for something to do.

He told us he would have been better off at home recuperating.

The feeling amongst a growing number of members is that returning people to work is more about preventing LTI figures from going up rather than providing good workplace-based rehabilitation.

What does good workplace-based rehabilitation look like?

The RMTU strongly supports workplace-based rehabilitation. Getting back to work as soon as possible following an injury is good for recovery.

The evidence shows that the longer people are off work the harder it is to return at all. However, there are some caveats: a return to work requires a managed approach


that involves the manager, the case manager, the medical provider and the union.

Injury management

The injury management programme is the agreement the RMTU has in place with both KRG and Transdev Wellington.

An injured worker should receive the following:

- An initial needs assessment as soon as possible;
 - Access to meaningful and medically appropriate alternative duties;
 - Right to representation throughout the return to work process;
 - The company making regular contact with the injured worker if they are unable to return to work immediately; ■ Alternative duties which are physically, mentally and emotionally suitable.
- Return to work is a managed process.

For a copy of the Health Injury and Wellbeing Management Programme go to the RMTU website or contact the RMTU national office. 



Transdev Wellington H&S committee pledge to be re-invigorated and positive in fighting for improved health and safety in the work place.

Interislander link to Lyttelton

SUPPORT is gathering to urge the Government and KiwiRail to re-establish a shipping link between Wellington and Lyttelton following the Nov 14 earthquake - but watch out for the bones in this dish.

Mooted by ex-Scoop editor Alistair Campbell he says that while Transport Minister Simon Bridges is actively considering the idea of a shipping link he is by no means wedded to it being run by KiwiRail.

In fact he says the Government's track record shows there is a "possibility that Cabinet will try to nickel and dime this as they always do. They may also try to do it without unionised labour by using a competitive tender process - that's just the sort of thing that they would likely do".

He points out that the pattern established following the Christchurch earthquake was to create opportunities and big profits for their friends.

The current rail link between Picton and Christchurch is critically damaged and will be closed for the foreseeable future.

At this stage, Bridges is yet to be convinced that the decision is critically important and needs to be made quickly.

RMTU general secretary, Wayne Butson, is wary of this Government's attitude towards KiwiRail and rail in general.

"The RMTU will support such a call to arms however there is a concern amongst our members that this move may trigger the Government to consider closing the rail line between Picton and Christchurch altogether," he said. "This would be a disaster. It is no secret that they do not love KiwiRail and we all know that Treasury is of a similar viewpoint."

He stresses that whilst Union members may support the campaign for a sea link that they also "remain vigilant in ensuring that the rail line between Picton and Christchurch is repaired at the same time as the road is repaired."

Campbell says putting one or more of the Interislander boats into service would be a logical and practical decision as they would be under utilised so long as the road and rail links are being repaired – a process estimated to take many months.

Further, the Government owns KiwiRail, says Campbell, so the risk of price gouging by disaster capitalists will be avoided – even if competitors join KiwiRail on this route.

However, there is serious suspicion that Bridges and a bunch of his government's billionaire buddies may already have their beady eyes on the business – the same disaster capitalists who profited from the Christchurch rebuild see opportunities and lots of money here as well. KiwiRail and unionised labour will be left out in the cold as this unholy alliance swings another deal with tax payer money.

To counteract this move a second petition is being called for to urge the Government to focus on reinstating rail and road links from Picton to Christchurch.

Campbell urges anyone keen to see this KiwiRail-organised sea link established quickly and to ensure the road and rail links are re-established to sign these petitions today. 🌐

<http://bit.ly/2fWrI0v>



Loss of Certificate payment

Jeff Allmand is accompanied by his wife Kim when he received his Loss of Certificate payment from LE Fund trustee Wayne Butson. Jeff had been a member for 44 years.



Successful Scandinavian strike

Norwegian train drivers went on strike for four weeks protesting to obtain national standards for all train drivers. They were successful.

Branch AGM

RMTU H&S organiser Karen Fletcher addresses the Hutt Workshops branch AGM.



MECA



Hyunsam Shin (Hyundai Rotem) Niclas Flodin (Transdev Wellington) and Wayne Butson all happy after signing the MECA for the Wellington Suburban members.

ICLS Pattaya Forum 2016

By Ka'isa Beech

FROM October 16 to 17 I attended the International Centre for Labour Solidarity (ICLS) Pattaya Forum as a part of the RMTU delegation along with Wayne Butson and Mike Williams.

The main aim of the ICLS is to build strong support networks with unions from the Asia-Pacific. Participants are aware of each other's issues as well as ongoing and new things affecting group members.

At first I was unsure what the RMTU had to offer. It looks so small compared to some much larger unions. But by the end of the forum I had a much better understanding about the value of building international networks.

It was inspiring to learn about how much it meant that RMTU vice-president Howard Phillips went to Korea to support the Seoul Subway Workers strike which was part of a general strike for public service workers still ongoing. At first I wondered how effective or meaningful it would be to have one RMTU representative at a rally where there were over 20,000 people. But when we met members involved in the strike, and heard how much strength it gave them once they knew they had support for their cause from the RMTU, that really helped me to understand the importance of these networks. Sending a representative to attend the strike and to continue sending messages of support from New Zealand was an extremely meaningful and supportive action for the RMTU to take.

The big theme of the forum was encouraging and empowering young people and women and to get them involved in the union movement. There was a session where young members were encouraged to share the ways their particular unions helped encourage young people and what the ICLS could implement to get more young people and women involved.

Many of the experiences focused on the importance of face-to-face communication, and the new and creative ways some unions were using such as offering support in members' personal lives with budgeting services and more.

I shared my experience of being a delegate in the RMTU which included the



Ka'isa Beech talking to the Forum.

value of the youth position on the executive, Telai Sefesi's mentorship programme idea, which encouraged senior delegates to take new delegates to meetings to observe how things worked and to give them an understanding of all the discussions that took place and processes. I also talked about how many young people were intimidated by formal meetings which was one reason why Stephen Hay (Wellington delegate) and I started fortnightly informal meetings to give people a comfortable setting to discuss the future of the branch and workplace issues (which should be started up again).

I challenged delegates to try a mentorship programme of their own and to find ways to talk about issues in informal settings to get more young people engaged and actively participating.

"There will never be real class liberation without the liberation of women."

I loved the speech from Michelle Canos from the Solidarity of Filipino Workers group, who shared the importance of getting women involved in the union movement. She said that despite the ever increasing number of women entering male dominated industries, there were still attitudes and issues that did not recognise women's involvement like pregnant women in safety critical roles being disadvantaged and forced to take leave earlier because workplaces had not changed their processes. This really made me consider

what changes can be made within our own workplaces instead of just accepting things the way they are.

Wayne Butson led a session on the predicted affect of the TPP on workers in the Asia-Pacific plus discussion around nuclear testing, remilitarizing some countries, privatisation and how these issues affect every day workers.

This session raised several interesting points. Victor Moore, an RTBU delegate from Australia asked what the union movement could do when considering sovereignty in relation to refugees being turned away and global warming.

This session was a helpful reminder that we need to be aware and engaged with discussions and decisions made by Government and what their decisions can mean for workers and the public.

It was amazing to hear first-hand from union members and organisers from Thailand about their struggles to form and organise unions in their workplaces. This was due to outdated labour laws which were not worker friendly, and also because the few labour laws in place weren't followed! There are laws which mean that if you want to organise a union in a workplace, you can't join an existing union but have to form a new one, so one union is not able to organise across a range of worksites (like the RMTU does). This really affects bargaining power and the overall strength of the union, especially in smaller worksites.

Stories were also told of union officials and delegates being imprisoned or fired when trying to establish unions.

It became so clear to me how lucky we are to have the freedom to develop, organise and strengthen our Union – something many of us take for granted.

Our challenge is to keep members engaged with the Union and actively participating in all its aspects and processes from union elections to organising and attending meetings. There is already a great sense of camaraderie within the rail and port industry but we can still build on this to make our Union stronger. All members have valuable experiences and skills and we are stronger together! 🌐

Labour conference



THE NZ Labour Party held its annual congress 4 to 6 November at the Viaduct Events Centre in Auckland. RMTU delegates attending were Wayne Butson, Bill Sweeney, Stuart

Johnstone and Stuart Gratton. It kicked off with sector meetings. We attended the union affiliates meeting. There was massive unanimity amongst delegates that there needs to be a change of



Project Prima Volta sing their support.

Government and that the Labour Party must have core fundamental values which are worker and family focussed. The Congress included a host of very inspiring speeches and presentation. One was from three young men (above) from south Auckland with troubled pasts who have found a way forward with music. They were very good.

We are pleased to report that the Party is in good heart and we have great policy platforms which will enable us to all have confidence in fighting for a better government in 2017.

International solidarity

THE Rail Tram and Bus Union NSW – locomotive division – held a two day delegates conference in Sydney, 8 – 9 November. Along with the international guests who attended our RMTU conference from ASLEF and RMT (UK), the RMTU was invited. Howard Phillips, Barry Simpkins and Todd Valster attended on behalf of the RMTU.

The RTBU put emphasis on the need to bring passenger and freight delegates together. The rail industry is changing with fragmenting between passenger and freight as well as major issues confronting both these groups of members.

The RTBU spoke on the national regulatory system that was put in place to harmonise the rail industry across the Australian states but the concern is harmonising to the lowest standards and not raising the bar. Like New Zealand, there is a co-regulatory model which relies heavily on rail operators having safe systems in place.

The conference presented on many of the current and upcoming issues that



Howard Phillips presenting at the RTBU NSW loco division conference.

delegates needed to be aware of and ready to act upon. For passenger, a major issue

is driver only operations (DOO) which is being proposed. This will increase risk for the solo driver and the travelling public. In freight, rail companies are winning and losing contracts. The companies winning the contracts are making drivers redundant and rehiring others on lesser conditions or on a casual basis either with the company or through labour hire agencies. The market's creating the race to the bottom.

Another issue facing the locomotive division is in-cab surveillance. Even with all the GPS tracking and event recorders rail companies are pushing for in-cab cameras focused on the driver. Like here in New Zealand, the delegates were clear that in-cab cameras will be opposed by the strongest action available.

The international guests, including the RMTU, presented on day 2. Connections were made and commitments to keep communications up on issues of mutual interest were put in place. That's what international solidarity is about! 🌐

First timers

Reactions to the RMTU conference for first time attendees.



Ben Goodin

Awesome time, great show of union strength.



Dave Calfe
ASLEF.



Mike Whelan
ASLEF

Evidence of the strength and determination to look after all workers, not just those in the transport sector, moved me greatly.



Craig Davidson

This conference was empowering.



Chace Gulde

Better a 1,000 times careful, than one time dead.



Ann Wells-O'Donoghue

Stimulating – the struggle is global.



Campbell Leggett

The international speakers opened my eyes to the global struggle and my part in it.



Laurie Collins

I feel like a sponge, so much to soak up. In the UK 1 million people visit food banks, we don't know how lucky we are.



Jane Sherer

Very inspiring.



Malcolm Sired

An inspiration to be in a room full of like-minded people.



Hugh Bradley
ASLEF

Liked the informality and enthusiasm.



Dave Woollams
RTBU

enjoyed the conference. The RMTU sounds and looks very organised, progressing well with members into the future. Proud to be Union.



Gina Pihema-Hauraki

I'm inspired and engaged.



Christine Fisihoi

Great energy and solidarity, especially with international comrades.



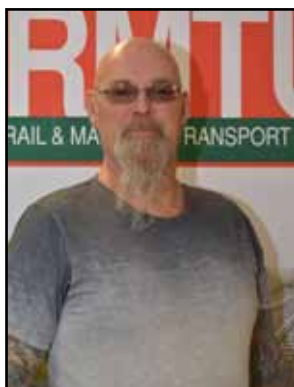
Luke Lockton

Good to build relationships with comrades from other ports.



Polly Bysterveld

Eye opening and inspiring.



Alastair Crichton

Great people, very inspiring.



Colin Sharrock

An eye opener – loved every minute.



Christina Walker

Very inspiring, good people.



Sam Pahiva

I loved the Leader of the Opposition's passion and commitment.



Lisa Davidson

Thank you for the experience. I have learnt tremendous amount of important information for the first time.



Pat Tutty

An opportunity to witness real democracy in action. Great to network with other members and go home better educated and stimulated by this experience. Thank you for the opportunity to attend.



Adam Bedggood

Highly organised, great leadership, very inspirational.



Jeff Quanalt

Just Say NO and report, report, report



Mike Shrimpton

International speakers were inspirational.



Keith McMahon
RTBU

This conference was a resounding success, gave insights, communication, and leadership and laid the foundation to organise for strength and unity.



Murray Cadigan

Good to have an opportunity to join the RMTU team



Roz Muir

Coming together at these events is inspirational - the exchange of information and ideas makes us stronger together.



Brian Pascoe

RMT UK
Really progressive conference, debate was really good. Was great to see so many women and young people. Organise!



Luke James

I really enjoyed the comradeship of meeting like-minded people.



Nate Brown

Our Union is in safe hands. Meeting people and networking is invigorating.



Bernie Jones

Great Conference great fellowship and invigorating.



Debbie Brown

Motivating and inspirational.



Craig Mathewson

A very inspirational meeting, a pleasure to meet others.



Steve Dyer

Great debates and interesting remits.

Organising for unity

THE second biennial national conference, and the 20th delegates' conference, of the RMTU had a strong emphasis on organising from the outset beginning with forums for women, port and rail members on day one and then moving into full conference on days two and three.

Organising is something we should be talking about more and more in our branches, as it's organising that is the wellspring from which our unity and strength grows. This is sometimes overlooked by rank and file members who understandably sometimes ask the question: 'What has the union done for me?'

Any unionist worth their salt will point out that it's not 'the' union but 'our' union and that the membership 'is' the union. So organising is asking what we have done for ourselves, and for our fellow workers.

This theme came through very strongly from the moment conference began. Our general secretary spoke of the first step in becoming organised, that of joining the RMTU, and how the most effective recruiters are our delegates and active members. He went on to explore other examples that were discussed in workshops and addressed by guest speakers. These included the need for port and rail branches to work together to mobilise members and get them involved, starting with social events to break the ice, then moving on to joint executive and membership meetings, to a presence on picket lines and at protests – the full spectrum of activity.

We were left in no doubt that litigating was merely fighting on the bosses' turf and that the game was stacked against us by the laws enacted by this government. The answer is to use our industrial strength in a strategic fashion to achieve our aims. We heard how this has been done successfully in workshops on disputes with Dunedin Railways and Lyttelton Port and our international guests added further examples.

We were privileged to hear from comrades in the Australian Rail, Tram and Bus Union (RTBU) and two UK unions – the Associated Society of Locomotive Engineers and Firemen (ASLEF) and the RMT (Rail and Maritime Transport Union). Their contributions were very illuminating.

We often lament how anti-union laws in New Zealand make it hard for us but hearing just what our fellow unionists are up against overseas, especially in Britain, provided a different perspective.

The restrictions on picketing and the hoops that unions have to jump through to get a strike ballot completed were but two examples.

The heartening news was that it takes more than an anti-union law to knock the fight out of working men and women and the rail unions' victory in battles with the London Underground and the then London Mayor and now Tory minister Boris Johnson were evidence of this.

Conference isn't just about workshops and guest speakers though, it's also our Union's parliament, where our policies are determined through debate and votes on remits.

There was a wide range of remits, covering the whole range of issues that affect our Union. One that had the potential to be con-



Andrew Little, next PM of New Zealand!

troversial was tabled by the Lyttelton Port branch which talked about considering disaffiliation from the Labour Party. In the event a speech by Andrew Little, and some very passionate contributions from senior officials and delegates, meant the debate was almost over before it began and the remit was rejected.

Another remit debated was the structure of the Union's National Management Committee. The debate was robust and wide ranging with a strong theme emerging. It is time the RMTU structures fitted the Union's purposes and not to be linked to any single employer. At the debate's conclusion delegates voted unanimously to have a regionally based representational structure with rail and port reps which would better reflect the Union branch structure. This structure will be used for the NMC elections in early 2017.

Another topical remit was that the RMTU back the national living wage movement, a project supported by unions and a range of community groups doing something about the disgraceful levels of inequality and poverty amongst people who are working in low paid jobs.

We had a very good discussion about the value of international unionism and how our affiliations and relationships to organisations like the International Transport Federation and overseas unions lends us strength when dealing with multi-national employers such as Transdev and Toll. The bosses organise across national boundaries and so should we.

Another first at this Conference was the presence of women's representatives and a women's forum. The overwhelming majority of branches sent along a woman representative and this certainly made a difference. The 10.94% of our membership who are female have some excellent spokeswomen who brought some good ideas and comments along to conference.


What we must do now is sustain the momentum we have created if we are to build organisation amongst our women. We all have to get behind this initiative.

Health and safety was another topic was covered. The RMTU has the reputation for fighting tooth and nail for members' health and safety.

We heard from our national H&S organiser Karen Fletcher and lawyer Hazel Armstrong about the successful use of the RMTU Red Card by our members and the implications of new H&S legislation.

RTBU guests described how the Australian legislation – on which our new laws have largely been modelled – has worked and how H&S reps can and should assert their powers to ensure members go home safe and well at the end of their shift.

What was clear was that our H&S reps need the support of members in fighting for safer workplaces. LPC H&S rep Laurie Collins described how he had the rock solid backing of the rank and file members when he pulled the Red Card and this resonated with Conference.

All in all an excellent gathering and very well organised – just as we had expected! 



NORTHLAND RAIL

NORTHLAND branch members extend their best wishes to fellow union members and families affected by the recent earthquakes. For those who suffered we stand in unity with you.

After much consideration our track and structures team moved an offer of our assistance to KiwiRail boss Peter Reidy if and when required. This was warmly received.

We note the phoney Taxpayers Union are calling for the main North Line not to be reinstated. Our advice to their front boy, Jordan Williams, is that he should stick to being a cry baby over hurt feelings with Colin Craig.

Locally we are still navigating the truck laden and repair-neglected roads as we await news of potential freight to be carried on track next year.

Lots of work is being carried out in the background. In local body politics we campaigned strongly with branch chair Alby Barr setting up a very successful elections social media campaign which contributed in the rolling of anti-rail councillors – four out of five new faces elected to the Northland Regional Council. It was the branch's privilege to host rail's strongest local rail advocate, newly elected Mike Finlayson, at our AGM. With solid councillors like Mike

rail is ensured of a strong voice.

Our workers are currently becoming qualified to work in tunnels with training for Drager gas monitors and tunnel fire fighting. Some light at the end of a long tunnel for us on the NAL as our tunnels are fairly neglected these days.

A few of the gangs have started using the new mahi app with varying degrees of usefulness and views on why we should or should not use it. Still a lot of issues to iron out for it to be of more use for us up here.

The rollout of the high performance-high engagement (HPHE) partnership between RMTU and KiwiRail, and or charter, has derailed in Northland, with what appears to be middle management out of the Auckland network office (surprise) not willing to consult properly with the branch executives over our members working the Xmas block of line work in Auckland. Amongst many issues is that one of our crews is expected to work four hours on Boxing Day or the work will be offered elsewhere, including to contractors.

So while these managers are enjoying the likes of a family picnic sipping chardonnay and eating tapas, they expect our boys to front up for scraps for only four hours pay.

Get bloody real. Zero hours contracts

were abolished thanks to Labour MP Iain Lees-Galloway's employment relations amendment Bill earlier this year.

The overarching issue is one of a lack of meaningful consultation. Relatively new managers from engineering backgrounds, willing to shake your hand, look you in the eye and talk of working together, while trying to wrong foot you, hook a foot behind you and knock you over.

When questioned at a branch meeting chairman Barr said: "Don't worry lads we are not going to tolerate managers that have been in the job five minutes heading off on their own tangent outside of the charter set down by Butson and their boss Reidy."

A dispute notice has been lodged with MOBI and an urgent mediation date sought.

Our freight arm are concerned about safety issues with the automated fuel saving mechanism, limiting contact with train control whilst activated.

This issue will be escalated through their industrial council.

The one train fits all policy is concerning when tonnage is left behind.

It is mitigated by weekend train running but the same customers do have a roading option, so we will be monitoring closely.

Have a great Christmas break, travel and swim safe this summer! 🏊

WAIKATO RAIL

THE damage from the terrible earthquake near Cheviot reminds us of the terrible quakes that our

with a deep heart that we send our thoughts to those in the area affected by the quakes and the South Island in general as this quake is certainly a game changer.

From a rail perspective, it is an absolute tragedy. We have all worked so hard to make rail such a competitive and sustainable transport mode and the minute we

get our front foot forward Mother Nature has other plans. On top of the DL fiasco in 2013 and the Aratere propeller issue it is such a smack in the face of those who have worked so hard. Sadly, it is unavoidable and we must now turn towards organising and making our voices heard to ensure this government gives the region a chance to rebuild and not bypass it. We must also ensure that the cost of the rail rebuild falls to the government and not KiwiRail. Those tracks are New Zealand's infrastructure, built by Kiwis for Kiwis. Tonnage is growing on that line and it must be allowed to continue. The people own that railway and it serves the people of the South Island and it should be viewed as such – and with vital



importance.

Back in the Waikato, we have been building up to this much-vaunted new peak season train plan. It seemed to be working ok until the quake. However, this is on the back of an understaffed and over worked sectors. The shunters in Te Rapa are working long hours and a lot of overtime to cover staff shortages. Likewise with the LEs. It is interesting to note that we have LEs who want to transfer to other depots. Some have been on the transfer list for over two years. They have all been denied due to shortages yet management see fit to take an LE out of Te Rapa for a management promotion. This is through no fault of the ex LE but where is the consistency on our management's behalf? 'Care and protect' working well here.

The shunters are having big problems with their roster. It is terrible and understaffed. There is a lack of quality time off within it. The way it is produced also needs to be improved. This seems to be the single biggest complaint from all the shunters. Following that is the poor yard conditions that CONTINUE to plague us. Our yard is absolute rubbish. We have repairs completed then rough metal laid over the top where fines used to be. Pot holes, exposed sleepers and all manner of underfoot conditions just do not seem to be dealt with. The gators are still a complete failure. The money spent on repairing them has probably exceeded the total upfront purchase cost. They were told

but they knew best apparently. Think again!

Our CT brothers and sisters are still awaiting their facilities building. There are over 10 people working there and only one toilet to share between the boys and girls. This has been an on-going issue and it's about time some decent facilities were installed.

Our LEs are still dealing with excessive busts, by far the most in the country. This is completely unacceptable but it is a crisis created by the company. There were cover driver shifts built into the roster but they were withdrawn by management without consultation and in violation of a signed agreement. That, added with the fact that as part of that agreement those shifts were to be honoured for what they were and work was not to be allocated prior to the shift starting so the cover LE could book on and relieve late trains first and foremost. Sadly, work was allowed to be allocated to those shifts and as a result of removing two of the four shifts and then allocating work, our LEs are now busting. This is a very serious risk! LEs need to take this very seriously. If you continue to work after you have busted DO NOT expect any manager to take your side. You will be sold down the road quicker than you think and it's time you just said NO.

Just and fair culture has been in place for a few months. It is fair to say that the intention of the policy is excellent but the delivery at local level is terrible. Nothing has changed. Outcomes are predetermined

insofar as it is always the person that is interrogated with little thought to the systems. We currently have two members promised to have a review of their outcomes under J&F culture but sadly HR doesn't seem to care. How the hell does KiwiRail call this engaging with its staff? And how the hell are we supposed to have any trust and confidence in this company or any pride for its name? Wake up someone in KiwiRail and sort this mess out!

We have had a few new additions and promotions to our servicing, shunt and loco teams. We welcome all our new staff into Te Rapa and hope that you enjoy the comradeship you will experience in the depot and enjoy the support you will find within our RMTU branch. We also welcome Ben Davis to our Mission Bush out-post replacing Cody Novak who transferred to Te Rapa shunt yard. Please remember if you need any advice or assistance come to us for guidance, our delegates are trained and experienced in the industry.

Until next time, we would like to wish all our brothers and sister in every branch a very Merry Christmas and happy and safe holiday period. For those working through, thank you for keeping the trains and ships on the rails and sea. And hearty best wishes to those affected by the earthquake, the Waikato branch will be thinking of you over this holiday period.

Meri Kirihimete me nga mihi mot e tau hou. 🌐

BAY OF PLENTY RAIL

It is all go at the Mount. Brother Darrel has gone to other pastures, same coast, but further down. Our loss is definitely Napier's gain. He has worked diligently on our behalf at the Mount as branch secretary and roster rep to name but two of his roles.

The relocation of the Te Maunga triangle is nearing completion and due for opening on November 15. Along with the relocation there are some changes to a few of the signalling aspects that will be encountered, so training is being undertaken to familiarise those drivers who will encounter them.

The Kaimai Tunnel is an on going issue and will be for some time. Given that it

has been open for around 40 years it is not going to be a

quick fix.

Dave Stout is retiring after 50 years of loyal service. He carried out many different roles within the company over that time finally ending up at Kinlieth as a team leader. He has been a pleasure to work with and we at the Mount will miss his chirpy greeting on arrival at Kinlieth and his "It's all out the gate and all rolling sweetly. Have a safe journey" when we left. I think the Mount team leaders will miss his phone calls too, with the inevitable question: "Who's on the pointy end of 48# today?" We wish him and his wife a long, happy and healthy

retirement.

It is with sadness that we acknowledge the recent loss of one of our colourful characters, Shayne Waaka, in a motor accident. His funeral was well attended by his workmates and a fitting send-off.

There was a BBQ held recently for our newly qualified locomotive engineers, their families and the minder drivers, which was enjoyed by all.

We welcome to the helm Lewis Lind as the terminal ops manager, Wes Cooper as our new loco ops manager and Peter Lewer as the locomotive team leader.

We are farewelling our area manager Reuben Araroa who is heading off to other pastures. We await to see who will step into the top spot. 🌐

BOP KAWARAU RAIL

OUR depot is currently in dispute with management regarding stropping which involves throwing a strop over logs on log wagons to secure the load when the length of the logs is 4.5 m and under on ula/usl wagons and under 5.5 m on Fc wagons. A train consisting of 29 log wagons can have up to 50+ strops when customers orders these lengths of logs.

Stropping also includes maintaining, cleaning, gathering and storing of the strops.

The stropping became an issue between management and the members at Kawerau after a long-time employee, Graeme Garner, retired late September last year. Graeme's job description (a mutual agree-

ment between a previous manager and himself) included, amongst other duties, that he was to be in charge of the stropping at Kawerau. His retirement left this job vacant.

The members in Kawerau are not happy for stropping to now be added on as part of their normal duties as a pay rate and ownership of the stropping (who will be responsible) has not been resolved.

A stop work meeting was held to discuss this and other issues. On the stropping issue, management requested more time and were escalating this to the senior HR managers for review of payment for stropping duties.

At the time of this publication, the members were still waiting on a resolution. 🌐



Graeme Garner stropping the log wagons. Service with rail 1955-1989 and then 1996-2015.

BAY OF PLENTY PORT

THERE has been three major issues that have arisen this year: the lifejacket dispute; the integration into the POTL collective agreement of the customer service centre membership; and the request for proposal for crane services.

The lifejacket dispute: A year ago the POTL botched up the introduction of an updated lifejacket policy which led to some confusion amongst Union members as to whether the policy was 'live' resulting in three Union members receiving written warnings for not wearing lifejackets. Our branch president, Kelven Martin, received a final written warning for instigating the other three to not wear their lifejackets.

Mediation was held but there was no agreement, so we are off to the Arbitration Court. Dates have been set down for November 22, 23 and 24. To date there has been some discussion over settling the dispute before those dates.

Customer service centre: As a result of these workers joining the RMTU we have moved them into the POTL/RMTU collec-

tive agreement, however in doing so we missed finalising the three reliever positions in the collective, and have spent the last

two months trying to resolve this issue. The POTL have put forward a resolution to the dispute which has been rejected by the trio and we are putting together our view of a resolution.

Request for crane services proposal: The shore side cranes at Sulphur Point are worked by two different companies, the

POTL and C3, with the bulk of crane drivers being employed by C3. The POTL in their wisdom have now decided to bring in a contractor to cover five new crane drivers, as they need them for the larger ships and for the two new cranes.

So rather than increase the POTL and C3 crane driving pool they are looking elsewhere. There has been no meaningful consultation with the RMTU over the issue. Currently we are looking to file for a substantive hearing on the issue.



(l to r) Skip Fisher and Blair Hammond at the AGM.

C3

2016 has been a year of negotiation with C3 to settle the C3 [Owens Cargo Company Limited] collective agreement. The negotiations ended up in mediation where the parties agreed to a recommended settlement. The C3 members have ratified the proposed agreement by 104 votes to 31. We are currently tidying up a number of loose ends.

Champion

The Champion collective agreement has been settled and the new collective agreement has been signed off by both parties.

Members are waiting for new rates and allowances and their back pay.

Ixom

The Ixom collective agreement was settled early this year and the drivers 4x4 dispute was settled at the same time. This dispute was over Ixom's intent to shift the drivers from a 5x2 shift which included rostered overtime to a 4x4 shift with voluntary overtime, which meant a drop in income. We ended up in mediation but the agreement that was reached was rejected by the drivers. However, as the issue was also an RMTU claim at the negotiations we were

able to resolve the issue in that forum.

Working with BoP rail branch

The branches have a good working relationship especially amongst the two executives, and there has been an open invitation by both branches for members to attend their branch meetings.

The blockage for more regular or combined meetings is the common refrain: "we do not want to hear all about the rail/port issues" from both groups.

The two branches are looking to organise a combined Xmas party at Kulim Park in December. 🌐

NAPIER PORT

ANOTHER year comes screaming to an end and health and safety are still very much to the fore. The Napier Port team are happy to report another stellar year on the health and safety front. There are plenty of dangers in the workplace we haven't considered and like the world's greatest delivery man, Santa, we need to keep our guard up. Undoubtedly Santa's sleigh is having its pre safety checks as you read this. He will also ensure he continues to dress for the job with the right safety gear so to avoid slips and accidental falls from rooftops.

As part of the safety team, Mrs Claus is polishing Rudolph's nose to ensure maximum visibility and making sure the reindeer are well fed and hydrated before their long shift on Christmas eve.

The elves will ensure the correct wrapping is used and that toys haven't been recalled and aren't on the danger list before completing delivery.

After a final safety briefing for the entire team Santa will be reminded to ensure his GPS is fully charged and not to text and fly.

Over recent times we have had the pleasure to host fellow port workers from Fiji, Northport, Lyttelton and Auckland to assist in their training and upskilling. This has been a great experience for those Napier staff involved and they have noted how they comment on the pleasant work environment we have.

Pike's Place is a fish market in Seattle. It is known for its fun style of business. They toss

fish around as if they were footballs. They have a sign that says: "Caution: Low Flying Fish". Any business that has a sign about low flying product must be a hazardous environment or everyone is having fun.

This is akin to the old 'Speedlink' parcel depot in Parnell, Auckland some 30 plus

exhausting. This is at times can be like some tasks in the rail and maritime work place.

It occurred to him that the fishmongers might not enjoy every part of their job, but they chose to bring joy to how they approached it. They also sold a lot of fish.

Christensen filmed their activities and from the footage, they identified four simple practices anyone could apply to their work



years ago (the more elderly among us may remember the NZ Rail parcel delivery service) where a sign on the counter used to say "the amount of fragile labels on your parcel is proportional to how far we can throw it".

People from all over the world visit this historic place to buy fish and watch the show. So it also attracts customers who are looking to buy quality fish and have a fun experience. On a visit to Seattle in 1997, John Christensen, observed fish sellers at Pike Place Fish Market, tossing fish through the air of the market providing high energy and how they gave their complete attention to the customer and ensured each had an enjoyable visit.

Christensen also noticed the actual work of selling fish was repetitive, cold and

and life and called this philosophy "FISH!".

1. When co-workers make a commitment to be there for each other, trust grows and teamwork improves.

2. When they make each other's day with simple gestures of recognition and thanks, people feel valued.

3. When people bring a playful state of mind to work, it releases energy and enthusiasm.

4. When everyone, our leaders included, takes responsibility for the attitudes they choose, the team spends less time on unproductive behaviours and more time working for a common goal.

Let's take these four simple philosophies into 2017 to make our work environment even better (and safer). 🌐

HUTT WORKSHOP

THE year is nearly complete as we attend to the Christmas rush and try to round off on a high. That said, we actually begin with acknowledging the sad passing of Bruce McKnight and Helen Kelly. Bruce was a former branch chair and staunch advocate of safety prevention, and Helen of course was a champion for all workers and indeed all citizens across all walks of life. Both succumbed to cancer after short battles with this indiscriminate disease.

Our HPHE initiatives continue to progress very well although they are (initially) very time consuming as the teams of people are formulated, gathered together, and trained prior to the commencement of each project/sub-project. To date, we've trained over half of our people and reviewed over one third of our operations and determined where capital investment is needed to deliver further growth to the company, reduce risk and future-proof the operation. At the time of writing, various management presentations had been prepared and were awaiting the confirmed dates for delivery. A small fly in the ointment has been the appointment of a new chairman of the board so we expect some timetable slippage as he finds his feet and gets up to speed with the railway operation. Needless to say, priorities may change slightly (sigh).

Our apprentices are doing really well and we hope to continue with our plans to recruit another batch in 2017 to maintain a steady flow of new blood into the organisation. Further to this we continue to actively recruit people (with some difficulty) into the mechanical engineer vacancies – we

find there is truly a skills shortage in the industry despite (or because of) continued mechanisation and attempts over the last few years to stimulate associated training programmes.

Health and safety continues to be a concern with some staff suffering medical events requiring ambulance attendance to the workshops. We have a well-oiled process where we get a number of staff in hi-viz vests out on the site to guide the emergency services to the pick-up point for the casualty. It is a little alarming that some are not looking after themselves as

they get older and as a result, are suffering from what some may perceive as being avoidable incidents. Generally speaking, biennial checks are recommended for persons in their forties and annual checks for those who are 50+. The care and protect company value applies to us all and should



HPHE co-lead Phil Bosworth waxing lyrical about the project and (below) the NMC visit the the Hutt HPHE.



be borne in mind outside of work too.

Another biennial occurrence is the RMTU national conference. This year's one was recently held at the Porirua Police College. Our branch secretary attended and confirmed it was another well run meeting of all representatives including our ports' brethren and the women's forum reps. There were several guest speakers who addressed the respective three sub-audiences to ensure the time was well-used and the maximum efficiencies gained. The NMC reported on another busy period where members' interests were fully represented and conditions maintained across a significant number of employment agreements. As is usual, there was robust discussion on a number of hot topics and the fines for infractions of etiquette, with the proceeds going to charity. Particular mention should be made of the international guests from Australia and the UK where their experiences provided extremely valuable insight into how the transport industry is managed, and frequently attacked, across the world. (Further details and photos from the conference on pages 13 to 17).

Our branch chair and MCC delegate at-



Peter Cummings on his forklift with associates.

tended the November meeting in Auckland. High on the agenda was the self-funded (M/E) Level 5 training fiasco. Senior management representatives were trying to undermine the career path for mechanical engineers so some robust representation and discussion was called for.

Another noteworthy event was the 40 years' service acknowledgement of assistant site operator Peter Cummings in the Network Services inventory store. Peter is one of our quiet achievers and the attached photo shows Peter on the fork lift truck surrounded by his family, colleagues and friends he has worked with over the years. Well done Peter, we'll see you at 50!

Mention was made of our AGM in the

last notes. Since then a few deck chairs have been reshuffled and we finally filled our vacant women's delegate position after gaining some further direction and clarification from national office. We are glad to report that all positions, including two specialist ones, are now filled. All we are relying on now is the need to put a small number of delegates through the formal delegates training via the regional organiser.

As these notes were being compiled we suffered that horrible earthquake. Despite the lessons learnt from Christchurch the system was found wanting. The communications networks were immediately impacted and the civil defence network and broadcast radio stations were passing information in

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◀ a haphazard manner. Much reliance was placed on social media to pass-on some helpful information. One lesson we can all apply is prepare, prepare, prepare. We all need to be able to look after ourselves until some sense of command and control is established. And as for those looters (bastards), we need to stamp them out! People who prey on the misfortunes of others are not welcome in a civilised society. We must

stand together against such deplorable conduct.

The Hutt site suffered some shifting asset and cracked walls and the ensuing weather promised to again turn our loco pits into swimming lanes. However, the call to shut-down and go home came before we could get our speedos on! Attached is a photo of what potentially dangerous situations can present staff when the ground

shakes.

As a final word, we must thank our tireless full time national office staff who provide good support to us volunteers in the field and keep us honest and effective in all of our dealings, and to the NMC who maintain prudent governance over the RMTU as a whole.

Until the New Year, have a great Christmas and take care. 🌐

WELLINGTON PORT

Port operations

CONTAINER trade has been on the increase over the past two years on the back of the Centreport/KiwiRail initiative 'CentreRail'. Centreport has been actively pursuing exporters and importers across the lower North Island and upper South Island, resulting in promising numbers across the wharf.

Late last year a joint venture inland container terminal was set up in Whanganui with Ali Arc industries. The terminal

is served by CentrePort's CentreRail service, which also calls at hubs across NZ including Palmerston North, Blenheim and New Plymouth.

A new shipping service makes a fortnightly call into Wellington. The Panama Service which sees CMA-CGM chartered ships make Wellington the first port of call in NZ. Container exchanges have been steady and it is hoped that these will increase over time.

Our yard gangs now cover all work on CentreRail 22 hours a day, Monday to Saturday.

The increase in cargo has, in turn, seen

an increase in staff numbers. Our P24 pool has grown in recent months and in turn, intensive training to get them up to speed has been on going. Unfortunately there has been virtually no increase in our P40 numbers, something that the branch is actively pursuing with management.

Log trade has been increasing at a phenomenal rate. Room on the port is very limited for their storage. New facilities for log scaling has been set up and recently opened on the port to make room for more storage. Centreport is looking at setting up a dedicated log berth or storage yard at the Kaiwharawhara reclamation. Our neighbours in Khandallah might not be too



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pleased about this.

Car imports remain strong and have recently seen Toyota selecting Wellington as its port of choice for the lower North Island. Previously these cars would have been off-loaded in Auckland.

Port security

Negotiations took place over the past year for the restructuring of our port security and operations co-ordinator's roles.

In the past Centreport had set up that the ops co-ordinators would rotate through the gatehouse and the Reefer monitoring marine services role. In reality this did not

happen and we knew it would never work. Many years have gone by and Centreport have decided that yes it wasn't working properly and it is time to sort it out once and for all.


Restructuring has occurred and has seen three permanent positions established in marine/reefer which now comes under the port operations umbrella.

The port security centre has seen a merger of the shuttle drivers with the incumbent ops co-ordinators. Grandfathered agreements were drawn up in 'personal to holder' letters for existing ops co-ordinators and shuttle drivers.

Two new employees have been engaged as port security officers and two shuttle drivers have transferred to marine/reefer.

Engineering

Our engineering team has seen new starters over recent months, and it is pleasing to see our apprentices coming out of their time.


Unfortunately the RMTU doesn't have a strong presence in the engineering section and our current members there are all nearing retirement with the exception of one. However, the rest of the team are union brothers with ETU. 

WELLINGTON RAIL

WE may be a medium-sized depot but we have a big voice. Firstly, a big welcome to our new recruits, Leyton and Ross. They both fit in really well and are a pleasure to work with. Sadly, we have said goodbye to Brent Tapper, Nathan Rose and Adam Ford who have gone across to the dark side – Transdev.

We hope the transition has been good for them. John Woodley has been off sick for a number of weeks. John we miss your cheery face at 4 am and sincerely hope you will be back very soon. Another important mention is that our very own Brent Bevan reached a 40-year service milestone. Gee, I can remember him as a snotty second grader in the bull ring.

As you know, we had a 7.8 earthquake

centred near Kaikoura, which caused major damage there and also in Wellington, particularly the wharf area. Wellington wharf C3 is a big customer of KR. With badly damaged track and ground conditions no trains can be shunted down to these sidings. I hope it can be up and running quickly. If that was not enough, the day after the quake we had a once in a 100-year rain storm and nasty 140 km winds which caused rail lines to be closed and disruptions to major services. 

Nest Home Loans and RMTU are providing your financial solutions

Since the launch of Nest's partnership with RMTU, we've fielded an overwhelming response from members. This is great for members and great for RMTU as Nest is committed to supporting RMTU with \$200 donated for every member who gets a Nest mortgage.

Can I use KiwiSaver to buy a home?

The answer is **ABSOLUTELY YES.**

You may not need any savings apart from your Kiwisaver. Call Jeff now to see if you can also receive the \$10,000 to \$20,000 Housing NZ grant towards your deposit.

If you aren't already in Kiwisaver the provider we use at Nest Home Loans ranked #1 for our growth fund this year (www.interest.co.nz), and ranked #1 for the best service (www.sorted.org.nz). Call the team at Nest now and receive free advice on how to use KiwiSaver to get you into your first home.

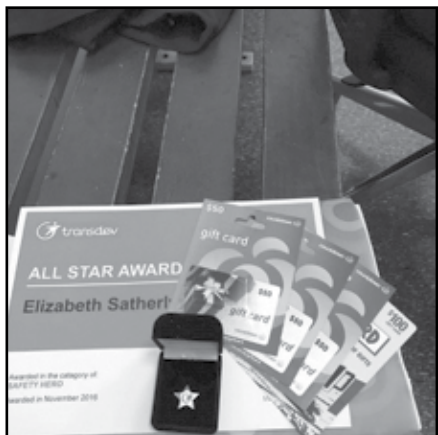
Text "RMTU" to 8808 and an adviser will call you back.



Contact Jeff Kerwin Nest's dedicated RMTU liaison
0800 337 426 | 07 211 4537 | 027 667 2941
jeff@nesthomeloans.co.nz | www.nesthomeloans.co.nz

◀ With the chaos that arose from mother nature our roster centre had to work with the major service disruptions in which they excelled and we thank them as I am sure they have earned their pay packets.

Most importantly, our thoughts are with our fellow mates affected by the earthquakes.



On a local matter, we have had a number of yard collisions this past year. One collision is too many but, if you think about a few factors, the average shunter pulls 500 sets of points a week, walks a marathon every two days, all this coupled with the design (banana shaped) and size of the yard (Mainfreight, etc, taking prime areas), and the amount of movements over a confined intense area it shows the yard do a great job. If you look at this on a percentage level, all the movements per year divided by the amount of incidents gives us a positive strike rate of over 99.9%.

Lastly, I firmly believe that when bad things happen to good people, then 2017 will be a cracker great year.

Remember book your 2017 leave, take your leave and spend plenty of time with those that matter. Until next time, your Wellington scribe. 🌐

MARLBOROUGH PORT



Murray Burgess (long serving branch president and workshop foreman) recently celebrated 20 years working at the Port. Here he is beside the new truck after making it crystal clear he doesn't want to see a scratch on it.

CANTERBURY RAIL

TRANZ ALPINE and Coastal are busy with more staff in mechanical and wagon depots, a continuing service

conference.

Let's start on a positive note: The renaissance of Christchurch-based passenger

centre debacle and impressions from the annual

services continues with both the Coastal and Alpine trains remaining very busy as we enter the peak tourist season. What a change from a few years ago when we really did think we'd be campaigning to try and fight off a closure of these services after the ▶

\$1,500 AD&D

All members of RMTU are now covered by a \$1,500 Accidental Death & Dismemberment Benefit, including \$500 spouse coverage and a further \$500 coverage on dependent children. This is an automatic membership benefit of belonging to the RMTU.

Members also have the option to increase their coverage an additional \$10,000 which costs just \$2 for the first year. Please reply on line at ailnz.co.nz/request to have an AIL representative deliver your certificate of coverage and explain the additional insurance coverage available. This is very important to you and your family.

Please note: To qualify for the \$10,000 of additional ADB coverage, an AIL representative must visit you, obtain an enrollment form and collect premium for the first year. You may renew annually thereafter for \$5.



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AMERICAN INCOME LIFE
insurance company

AIL Public Relations
mario@ailnz.co.nz
freephone 0800 894 121

A.M. Best, one of the oldest and most respected insurance ratings companies, has rated American Income Life as A+ (Superior) for overall Financial Strength (as of 6/15).

◀ post-earthquake downturn in east coast tourism in the South Island.

We've had a few new members join the staff since then and our older hands certainly appreciate new blood coming into KiwiRail and our Union. Also, the contact centre seems to be coping admirably with the in-sourcing of bookings.

Continuing the positive theme there has been some sensible recruitment in mechanical services, bringing back at least one former member of staff onto the employer's books and back into the RMTU family, and also taking on other skilled workers.

Welcome to the RMTU and welcome to rail. As our general secretary is fond of saying: "When you join rail you join a family."

On a sadder note, one of our members was hurt in a welding incident some months ago and the after effects are still being felt. We're all thinking of him and want him back fit and well.

Over in the Christchurch service centre the fallout from the recent restructure, or should we say recent debacle, is still being

dealt with.

Peter Stringer is taking voluntary redundancy after far too many years to mention as a railway man.

His combination of sharp intelligence and arid humour will be missed by his workmates.

When you've served as many years as Peter you've seen a huge amount of change, not all of it for the better. We wish him well for whatever the future holds.

Our mechanical delegate Luke James and service centre delegate Bernie Jones attended the RMTU biennial conference in early November, as Canterbury rail branch representative and women's representative respectively.

They tell us that as first time attendees the conference was an eye-opener and hugely stimulating. The breadth and depth of the work our Union does was a revelation – from involvement in the New Zealand political process to international unionism. Luke and Bernie were left in no doubt that the RMTU is a busy and effective

organisation that works hard on behalf of its members.

On a less positive note there have been some pretty bruising disciplinary actions in our branch over the past couple of months. Our delegates have been working hard to try and get the best possible result for those involved and it's not always easy.

Members rarely see how much time and effort goes into this kind of work and how draining it can be for everyone.

It's easy to judge when people make mistakes or do stupid things yet it's not the delegate's job to judge – they have to put personal feelings to one side and represent our members to the best of their ability. We have some very good, experienced and well trained delegates in the RMTU, and that's no accident.

It comes from a strong tradition of service and being part of a union that values its workplace representatives.

As we head into the Christmas season let's make time to spend with our families and above all – let's stay safe. 🚂

Sickness, accident & death



The New Zealand Locomotive Engineers' Sickness, Accident and Death Benefit Fund

In the last 10 years 230 locomotive engineers had to retire due to medical reasons. They received a total payout of \$4,737,097 from the above Fund. LEs who didn't belong to the Fund and who were forced to retire did not receive anything.

You could be next to miss out!

For as little as \$219 a year your future – or those of your next of kin – could be better assured.

Contact:

Julia Harrison, PO Box 813,
Wellington
Telephone: (04) 499-2066
Fax: (04) 471-0896
Email: julia@rmtunion.org.nz

**Attention LEs
Join this Fund now for
your own peace of mind**

LYTTTELTON PORT

IT'S been a busy few months at Lyttelton Port and the City Depot. Our branch secretary went on an extended and well deserved break overseas at the same time as our South Island organiser took some leave and this has meant our very capable and well-trained officials and delegates have stepped up to advocate for our members.

First, a huge vote of thanks to Polly Bystersveld for taking on the duties of branch secretary in Heiner's absence. Polly was the first woman crane driver at LPC, is a proud RMTU member and has now undergone her baptism of fire as a branch official – and done it with calm determination and quiet authority. Second, a big thank you from all our branch members to our president and South Island National Management Committee (NMC) representative Andy Kelly. Andy has put in a huge amount of time into our Union's work these past three months. As well as being president of the branch and representing South Island port members on NMC he is an active delegate in the front line, speaking up for rank and file members, sitting as a trustee on the Ports retirement plan, advocating for us in LPC's Health and Safety Governance Committee, and engaging with local politicians. Both these officials have freely given their own time and it's often said that such roles are thankless. We want to put that right: thanks to you both, it's people like you who are the lifeblood of our Union.

We had another Red Card pulled at LPC in recent months, this time over a proposal to get security members to escort ships' crews across the wharf as operations were underway. The membership demonstrated that a combination of resolve on their part, determined advocacy by very capa-

ble delegates, and the excellent advice and support from national office, particularly our national health and safety organiser, gets results. We are the Union that presents a reasoned argument, as well as having the backbone to exercise our right to refuse unsafe work. The upshot of this has been a constructive and reasoned dialogue with management and a solution that is acceptable to everyone. Well done to our security members.

The Trades Rates Review has finally been completed, although at the time of writing we're still digesting the information and have yet to sit down and face the Company across the table to hammer out the implications of this. Next year we're back in wage talks and doubtless the review will be a much discussed topic until then.

Our membership at the inland port at Woolston continues to expand, thanks to the good work by our members and delegates there. The next job is to unionise LPC's new inland port at Rolleston.

We sent a good contingent of observers

as well as our allocated representatives to the national conference this year. Everyone commented on how well run it was and there was a new appreciation of the value of internationalism. Bluntly put, the shipping owners and port bosses are all talking to one another and we should be as well – not just nationally between ports here in New Zealand but with our comrades who work in rail in our country and with our fellow workers overseas. The RMTU is a proud member of the International Transport Federation (ITF), an organisation of millions of union members across the global transport industry and it lends us real strength. Andy Kelly represented us at a recent ITF congress in Montreal and the RMTU flag was proudly flown during a mass demonstration and march in that city. Here in Lyttelton, we all know how good it is to have friends if you get into a dispute with your employer and we urge our fellow RMTU members to support the international efforts of our Union.

Best wishes for the festive season and stay safe. 🇳🇿



Port Lyttelton members showing their support for colleagues at Dunedin rail during their ratification ructions.

TIMARU RAIL

AS we enter into the so-called peak season we're waiting for things to ramp up. It's not happened yet, but we're sure it will. Apparently the management at one of our local milk process-

ing plants sacked one of the key workers who knew how to operate the waste water system and didn't bother to find out how he did it before they got rid of him. This may be a factor in the lag in business picking up.

We have a new boss after the restructure

that saw us losing our very experienced depot manager and two of our gate in staff. He's come up through the ranks and is settling in. The bad taste left over from the restructure still hasn't gone away though. No fault of our new manager, we just wish people further up the hierarchy would listen.


Our branch chair, Doug Blakie, attended RMTU national conference and ended up being conscripted into operating the sound system. Fortunately Doug has some talent in this area and thanks to him conference attendees were all able to hear our general secretary's speech.

Doug has also been putting in some time looking after a member who got

himself in trouble with one of the non-rail employers the RMTU covers. Our South Island organiser has been very thankful for this, even to the point where he actually put his hand in his pocket and bought Doug a beer.

On a more serious note, it was gratifying to hear about the focus on inter-branch relations at conference. We've always had

a close relationship with the port branch here in Timaru, it goes with being a small town. We understand we have to back one another and that our fortunes are entwined. Those of you in bigger branches will certainly reap the benefits from making the effort in this area.

Best wishes for Christmas and the New Year. Keep safe at work and at home. 

PORT TIMARU

ONCE again, our little branch is celebrating the fact that we are still here and in good health.

We've had our ups and downs over the years but we are stronger for that. We have a good relationship with our fellow members in the local rail branch.


A big thank you to rail branch chair

Doug Blakie for taking the time to talk Union with our members.

This was one of the themes of RMTU national conference, attended by Naylor Young and Murray Cadigan, and it was interesting to hear the emphasis on port and rail branch connections being discussed at a national level. Here in provincial New Zealand we know that our strength, in large part, comes from

being part of a vibrant, well-resourced national Union.

It was illuminating to hear from other port branches and the challenges they face, as well as Union wide campaigns like the Red Card. The value of international unionism was also underlined.

Best wishes to all our fellow members for the festive season and the new year. Be safe and be staunch! 

OTAGO RAIL

THE Dunedin branch wishes to extend to all affected by the earthquake all the best on the road to recovery. As the Mitre10 advert would say, 'she's pretty big job'.

Rosters seem to be the talk around the freight depot at the moment. They are constantly being told that they are over staffed, but there seems to be more than normal daily changes, and requests to swap shifts. This does create some discontent for the team as planning their lives away from rail is made more difficult when they accept the constant change of shifts. This has affected the morale of the depot. The branch reminds all staff that they have the right to ask for, and expect, their roster job only if they choose.

The Dunedin branch has seen a couple of runs through the Just and Fair Culture process and can say they that it has not gone as well as the training day suggested. The branch will continue to push through the national office for reviews where it believes justice has not been served.

At the time of writing, the Americans have a new president and the yard ute is still very soft having suffered more impact

damage. Is there a link?

The ballast cleaner crew have been in our area for what seems most of the year and those out on the high iron report that it is making a real difference to the main line. Money well spent.

Three delegates from Otago rail branch attended a very interesting RMTU national conference recently and will be reporting back to members at a branch meeting to be held together with the Port Chalmers branch. Of note were the international guests from RMT, ASLEF (UK rail unions) and RTBU in Australia. They spoke passionately about issues they face, particularly the very restrictive union bashing legislation in the UK and ways of dealing with it. There was a Union Aid presentation which highlighted the efforts and bravery shown by working people organising and standing up for basic workplace rights, and essentially human rights, in places like Myanmar. A valuable cause that our Union is part of!

Conference was also addressed by Labour Party leader Andrew Little, who was aware of a remit before conference that RMTU discuss disaffiliating from the NZ Labour Party. In some attendees' opinion, he spoke at length but said nothing specific

(apart from claiming ending Zero Hours contracts as a Labour victory, when in fact the End Zero Hours campaign was led and won by non-affiliated Unite Union). The remit was voted down but the issue remains among many of our members.

There are issues in the south with poor condition of the loco fleet and many DCs being captive south of Dunedin for a considerable time. The DC fleet is suffering from vibration and noise that we are sure exceeds the standard level for exposure to both of these health hazards. Several have been reported in the 54D book as not fit for lead because of vibration and noise. Then to find that they are placed back as lead with what seems to be little or no work carried out on them. All because the company has no replacement locomotives in better condition than the ones they are using.

The most pressing issues being whole body vibration in the DC/DFT fleet, locomotives in service with no DB and loco allocation for the long nightshift job 927-924 (our money paying milk powder train to Edendale), where there is an opportunity to run a DX or DFT/B on the north end instead of two rough as guts DCs. This would allow the south facing DC to run south off-line and run north shut down resulting in sig-



A cheerful Dunedin rail team after ratification finalised with Wayne Butson and national president Aubrey Wilkinson.

significant fuel savings and, more importantly in the LE, being in much better condition at 9am end of shift. These issues have been raised with management but no fix as yet. The Dunedin branch feels this needs independent testing to assess the level of vibration the team are being exposed to. To the team operating these substandard locomotives remember that it's your health at risk and that we are legally not to place yourselves at risk.

Book the loco up and have it replaced.

Breaking news: We have just settled and ratified a new collective agreement. The RMTU negotiators were due to enter media-

tion on 17 November to try and resolve the outstanding issues but the Company made a very positive offer the evening before and terms of settlement were drafted and signed.

The membership voted to ratify the deal at a full meeting on 18 November, attended by our RMTU national president and general secretary as well as representatives from the branch and the Otago port branch.

The agreement delivers a minimum 9.27% increase on wages and allowances by August 2018 with a minimum of 3% now, 3% next August and 3% in August 2018. Some individuals have increases beyond

this kicking in straight away, ranging from 3.79% to 16.67%. Well done to everyone involved, especially our rank and file members who stuck together. Also a big thank you to everyone from the wider Union and our international comrades who sent messages of support to the members and e-mailed the employer and the owner. This agreement is testimony to the value of being organised and resolute.

Christmas is just around the corner and to all those taking a well-earned break please enjoy your time off. To those staying at work to keep the wheels turning, be safe out there. 🇳🇿

SOUTHLAND

The tale of the dancing coffee cup

RECENTLY one of our LEs climbed into the cab of DFT 7132, the lead unit on 934, the first of two night shifts out of Invercargill, and placed his cup of coffee on top of the AM/FM radio which is mounted above the brake pedestal, so as he could start the loco and release the hand brake, as his duties require him to do.

Upon returning to the cab he saw, with much wonder and amazement, his coffee

cup dancing. Yes, we kid you not, dancing and moving around the top of the said

radio. He grabbed it just in time before it disappeared over the back and into the rubbish bin.

Due to the modern marvels of technology and the brilliance of Steve Jobs, he thought he would best pull out his iPhone and record this event, as it was clear that no one would believe this tale to be true without sufficient proof.

Apparently this video is now on social media if anyone wants to have a look.

As every LE will attest, there were numerous bookings in the repair book regard-

ing the vibrations of this loco, none of which had addressed the issue, highlighting the fact that in our view the repair book is not a viable option to get any adequate repairs of a serious nature sorted.

This is not a snipe at the mechanical repair guys, we know you have limited resources and are restrained by the boundaries put in place by management.

What we want people to understand is that whole body vibration is a serious issue. We believe the effect on operators is double the exposure to fatigue, so an eight hour shift would equate to 16 hours of fatigue. We bet that doesn't get taken into account in SPAD investigations. Apparently it also accelerates the onset of degenerative

disease which is an appalling prospect for the ageing LE work force.

So, comments in the repair book seem a bit pointed and personal at times. It is because of our frustration at the lack of commitment from management to fix serious issues that are known to affect our health and well-being. It makes a mockery of Mr Reidy's so called 'value' of care and protect eh?

It is pertinent and timely to once again read the findings of the report written by the Otago University professor in 2003 regarding whole body vibrations. That report was written before the recent amendments to health and safety legislation. That changes the game and makes resolution a whole lot more possible. There will be a lot

of new LEs that haven't read that report and would be horrified to know what could be happening to them and this could motivate militant response from them.

There is a report in the Oxford university library on a study done on whole body vibration on quad bikes in the UK that mentions metro trains, a fleet and infrastructure that is in better shape than ours.

So remember this: The health and safety legislation is designed to protect us from these sorts of things and the RMTU backs that up with the "JUST SAY NO" Red Card. This writer's opinion is that the only reason we are still operating these locos in this sort of state is not the company's fault, it's our own. We continue to use them, instead of saying no.

To get some movement on this particular loco the LE contacted the RMTU. That loco was then immediately pulled from service by the South Island operations regional manager, to his credit.

The following is the notes from Hutt Workshops: "There is still a problem on this locomotive. The engine readings are higher than a normal DFT. The vibration measured in the cab is within limits except notch 6.

Engineering have further work planned but won't be able to start this until October 17.

- Soft foot check (each foot two different notches).
- Vibration phase measurement (all notches).

This locomotive can be released from Hutt to work in the LNI as a trail only locomotive. The work we have planned can be done in the Wellington yard."

The writer doesn't know what a soft foot check is, nor a vibration phase measurement. All he knows is that if he ever gets this loco, the first thing he'll be doing is making a cup of coffee and performing the coffee cup droplet test! Seriously, it has to be seen to be believed.


As an end note to the sorry saga, having departed the train at reduced speed and lower notch use, within an hour and a half, the loco had three ground relays and had to be operated off line and the trail engine started to work it to destination.

Out at Edendale our shunters have been arguing over the imposition of additional duties and roster changes. When will management understand that you can only push people so far before you experience a backlash?

This is a theme that seems to be occurring in more than one branch. We've been following developments on the West Coast with interest.

On a positive note, one of LEs, Adam Bedggood, attended RMTU national conference for the first time. He found the experience very inspiring and came back with a new appreciation of the work our Union does.


We really do need to reach out to other branches and build links between us as we have common challenges.

As we enter the Christmas season we wish all our fellow members the very best and urge you to stay safe. 

Rail & Maritime Transport Union Inc
Statement of Financial Position
As At 30/06/2016

CURRENT ASSETS	Note	2016	2015
Current Bank Accounts	5	456,151	461,467
Accounts Receivable	3	54,484	39,203
Interest Accrued	4	52,968	59,693
Tax Refund Due	2	6,598	1,045
Investments	7	1,831,359	-
Total Current Assets		2,401,561	561,408
NON CURRENT ASSETS			
Fixed Assets	6	133,698	131,525
Investments	7	2,270,118	3,826,519
Total Non Current Assets		2,403,817	3,958,044
Total Assets		4,805,377	4,519,452
CURRENT LIABILITIES			
Accounts Payable	8	147,656	134,663
GST Payable		19,099	19,230
Konemu Provision		6,452	6,452
Income Tax Payable		-	-
Provision for Leave		83,286	73,246
Veteran's Reunion Fund		6,850	6,850
Total Current Liabilities		263,343	240,441
NON CURRENT LIABILITIES			
Non Current Liabilities		-	-
Total Non Current Liabilities		-	-
NET ASSETS		\$ 4,542,035	\$ 4,279,010
Represented by:			
MEMBERS' FUNDS		\$ 4,542,035	\$ 4,279,010

Signed on behalf of the National Management Committee


General Secretary

15 September 2016
Date


National President

15 September 2016
Date





(above) Delegates at the Stand Up! CTU conference and (l) attending a work shop.

Stand Up! – youth on the move

What is Stand Up!?


If you are under 35, and you're reading this then StandUp! is for you. We are the voice of young unionists striving to ensure we represent the interests of young workers at every level of union democracy. Every two years Stand Up! hosts a conference for unions' youth leaders, to get them to understand what it means to be a youth member in a union.

RMTU youth sector leader Campbell Leggett says: "This is my second time attending StandUp! and going to this conference has got me involved and given me reason to help youth understand how important it is to get involved. It has opened our eyes and shown us we are here for the same fight, no matter what union we are from."

Emma Craig says: "The goals of Stand Up! are to raise awareness of workers' issues, provide spaces for young unionists to express themselves, ensure youth have power in union democracies, improve youth density in the union movement and

educate young workers about unions and workers' rights. All these goals follow my own philosophies."

Alyssa a delegate, says: "My experience at the youth conference was just amazing. It was my very first meeting as a union delegate for RMTU. I didn't realise how much more I, as a young unionist, can help out within our community just by being part of the union. Within the conference there were different workshops. I attended one on issues for young migrant workers. This workshop helped me understand what I can do at my workplace to help my fellow migrant staff and everyone else."

Our Union lacks a youth movement and we need your help to start one rolling. Bring them to events, explain why they're important. The movement is fun and inclusive. If you have any ideas or questions, don't be afraid to ask your youth rep or delegate. 

More details from:
Campbell_leggett@hotmail.co.nz



New youth gear

THERE'S some new apparel available for the younger souls of the RMTU. It's called 'Youth Sector'.

RMTU youth sector leader Campbell Leggett says: "My main focus is to make under 35s and anyone new to the Union feel comfortable and involved. There are two styles of T-shirt – short sleeve at \$30 and long sleeve at \$40. And we have a snapback hat for only \$30 which look great for rallies. If you get the long sleeved t-shirt it has on the arms 'United As One' and 'Kotahitanga' which directly translates to unity."

If you would like some of this gear order directly through:

Campbell Leggett
027-202-0445 or email
Campbell_leggett@hotmail.co.nz

