

# THE TRANSPORT WORKER

## SEP 2025

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





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RMTU Comrades Supporting Pay Equity

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# AGM's—A Time to Look Back and Forward

Here is a summary of my address at the AGMs

**T**hank you to all the members attending today's AGM. This is an important meeting for our union.

A special acknowledgement goes to our Delegates and Branch Executive. Delegates are the backbone of the RMTU—without their commitment and leadership, we would not be as strong as we are today.

AGMs give us the chance to reflect on the past 12 months and to look ahead at the challenges and opportunities in front of us.

## Staffing update

RMTU staffing has now settled with an excellent team in place: our administration staff—Lara, Anske, and Talia—and our Organisers—Sean, Shirley, Dasha, Allan, and Andy.

Karen continues her outstanding work as our H&S Organiser and has also been assisting the GS with our new website, *The Transport Worker* magazine, and *The Activist*. She was recently appointed Assistant General Secretary with the full support of the NMC.

We have also welcomed Te Roimata Rangi on a fixed-term contract as a union recruiter at C3 and other stevedoring companies.

## Biennial Conference 2024

In October we held our Biennial Conference with the theme: Anger, Hope, Action!

**Anger**—there's plenty to be angry about: skyrocketing rates bills, a flat economy, the weakening of employment rights and health & safety laws.

**Hope**—can we elect better councils? Can we elect a better government?

**Action**—we make hope real through action. If you're unhappy with your current council, vote in a new one. The same goes for Government. Every vote counts.

## Recent forums

Last month we held the Women's and Ports Forums. The Ports Forum focused on support for injured members, medical testing at Ports, and our Ports growth strategy.

We also hosted a presentation from NZCTU economist Craig Renney on the direction of NZ's economy and its impacts—who the winners and losers are under current policies.

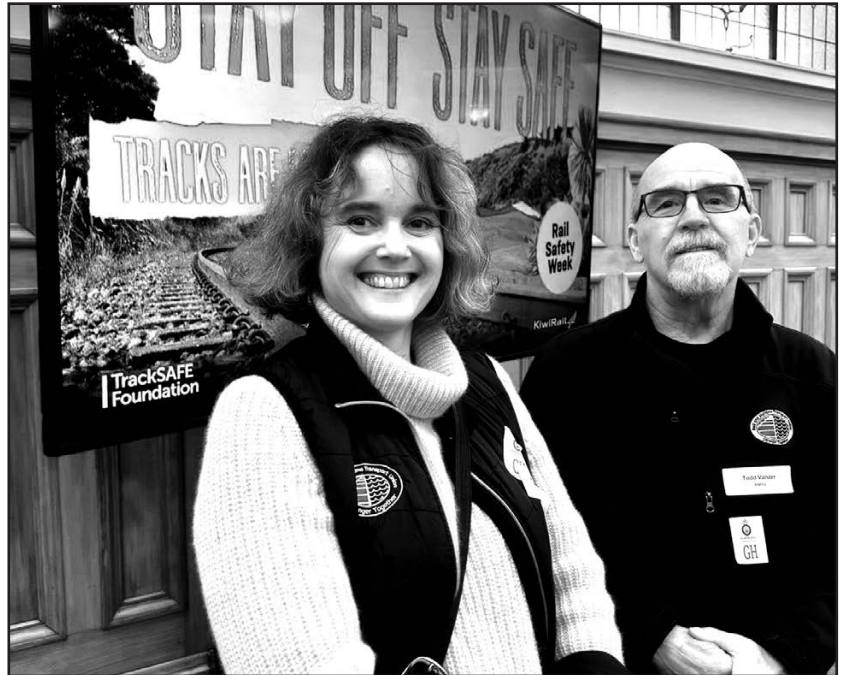
## Industrial matters

The Napier Port dispute was resolved after limited action (no overtime, no shift changes). However, under new legislation proposed by Act's Brooke van Velden, such disputes would have required full stoppages—this would have escalated the last three

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**General Secretary Todd Valster, and Assistant General Secretary and H&S Organiser Karen Fletcher**

major disputes (AOR, TDW, and Port Napier).

### **Rail and ferries**

There have been positives in South Island Rail, with the new Waltham mechanical depot, progress at Hillside Railway workshops, 500 new flat-top wagons assembled, and new DM locomotives entering service.

On ferries, RMTU and MUNZ successfully campaigned for publicly owned and operated rail-enabled ferries after the IREX debacle. While we won that campaign, the reality is there will be no rail-enabled ferries until 2029, and we remain concerned about shore facilities.

### **Union rules and compliance**

The new Incorporated Societies Act comes into force in April 2026. We've reviewed and updated our Rules and Standing Orders to comply. These documents form our constitution. Policies and position statements are being moved into the policy manual or attached as appendices.

A Special General Meeting will be held in October with Conference Delegates (in person and online) to formally endorse the new constitution.

### **Looking ahead—WIMDOI 2025**

In May next year, Rotorua will host WIMDOI for the first time in NZ after 25 years of being held in Australia. Attendance is capped at 250, with a 50/50 NZ/Aus split. RMTU has 800 women members, half of whom are in Auckland and Wellington metro operations.

The Women's Council is fundraising to maximise attendance, and we'll be asking branches to consider sponsoring women members to attend.

### **Communications and voting**

- Our new website is live, check it out [www.rmtunion.org.nz](http://www.rmtunion.org.nz)
- Delegates have voted to introduce electronic voting. After careful research we've partnered with Vero Voting, already used for NMC

elections, Industrial Council reps, the Qube ratification, and now the proposed KR MECA.

Key to success is participation—so please ensure RMTU has your up-to-date contact details.

### **Membership and affiliations**

RMTU membership currently sits at 5,800—a small decline due to KiwiRail redundancies, though growth continues with other employers.

We remain proudly affiliated with the International Transport Workers' Federation, International Centre for Labor Solidarity (Asia-Pacific Rail Unions), NZCTU, and the Labour Party.

### **Closing**

If we want change, we must make it happen. Get involved in your local body elections, support NZCTU campaigns such as Fight Back Together and the pay equity campaign.

Kia kaha—stay strong!



## Asian Workers Hui

**I** was fortunate to be part of the CTU Nga Manu Kanorau Hui (Asian workers) on 9 and 10 July in Auckland.

We had a long discussion about the challenges confronting migrant workers in New Zealand, what actions individual workers can take at their worksites to raise awareness and understanding.

A particular topic was the unjust narrative that migrant workers often face including being accused of “stealing” jobs from locals. We

explored how this misplaced blame not only undermines the immense contributions of these workers but also perpetuates a cycle of division among communities. Additionally, we highlighted the alarming lack of protective measures available to migrant workers, emphasizing that without a robust support system, the well-being of all workers—regardless of their backgrounds—could be compromised.

I would also like to thank our amazing delegate Darwin Rosales for

stepping up to be our RMTU Asian Rep at the CTU level.

As we look ahead to next conference. Together, we can amplify our voices and advocate for the rights of all workers in our communities.

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■ Shirley Horne RMTU Northern Regional Organiser (front row seated second from the right)



# Introducing Te Roimata Rangi

**W**e welcome Te Roimata (Roi) to the RMTU team on a fixed term as a recruiter specifically targeting our stevedoring companies who have hundreds of workers on the waterfront who belong to no Union whatsoever. Rather than targeting members of other Unions we are looking to target workers who have no representation.

Roi resides in the Bay of Plenty, but was born in the Manawatu. Roi left the army and moved to the Bay in 1999 a mere 26 years ago. After spending seven years working on the port for C3, Roi spent the last eight years working as a trainer. When hired as a trainer C3 thought they

would try something different by taking someone from the workforce with the gift of the gab who could relate to the workers.

So unfortunately, Roi's role was disestablished in an effort to cut costs, so after deciding Roi was too expensive things have come a full circle and now C3 want Roi to come back and do training as a contractor.

But Roi has a life outside of all this holding the role of President of climbing NZ, something he got in to support his children who are a part of the sport. Roi used to climb himself but as time rolls on he has concentrated on the governance of the sport. Roi is also an active referee, refereeing just below the premieres,



***Roi Rangi "Te Roimata Rangi"***

which he has done for the last ten years.

So, if you see Roi around your port in the next few months say Kia ora as he is always up for a chat.

# Farewell Mark

**I**t was a sad day when Transdev staff and union delegates gathered at Wellington Train Station to farewell Mark Pickering.

Mark had been a locomotive engineer for the past eleven years, following on from a long career in finance, he found his place at the controls of a train. But more importantly he turned his many talents to being an excellent delegate. His understanding of financials and ability to pick apart any financial document is invaluable.

But he will really be missed for the support he provided for members at Transdev Wellington, providing



***RMTU Organiser Allan Addison-Saipe and retiring Wellington Metro Loco Engineer Mark Pickering***

representation and sage advice to the members. It was obvious from the number of people who turned up and all the kind words they had for mark that he will be sorely missed.

Mark has retired to be able to deal with a serious health issue and everyone at the RMTU wishes him well for the future and a speedy recovery.

# Whole Body Vibration Still an Issue for LEs in 2025

**R**ecently a Loco Engineer (LE) came to the RMTU for cover for ACC neck strain which had been declined by Kiwirail's ACC provider- Work Aon. Aon had declined the claim on the grounds that there was no quality literature indicating that train driving would increase the risk of cervical disc pathology (e.g. neck injury). This is incorrect.

After George Whyte, a long serving member of the RMTU and LE on the West Coast suffered a neck injury from rough riding in the loco, the RMTU took up his case, and researched the incidence of neck and back injuries amongst LEs in the South Island. They were particularly prone to injury due to the old locos and the poor condition of the tracks.

In May 2017 a Whole Body Vibration working group was established under a combined RMTU and KiwiRail mandate. The Working Group recommended:

- Adoption of a whole body vibration standard
- Assessment of locomotive mechanical condition
- Improved Locomotive seats
- LE training and awareness of whole body vibration
- Ongoing monitoring of whole body vibration

In 2019 Eckardt Johanning (an international expert in WBV) wrote a jointly funded report on WBV, arising out of the Working Party Report. He provided literature and international standards on WBV and its effect on workers. He acknowledged the need for medical monitoring of LEs, and applying WBV standards. KiwiRail did undertake WBV monitoring, and there was a recognition of the poor



*LE Warren (Rowdy) Robertson who successfully gained ACC cover in 2023 for a whole body vibration injury with the support of the Union after it was initially declined by Work Aon*

state of the South Island fleet and tracks at the time.

Fast forward to 2025, one of our members asked for these reports, they could not be located. Further that when Aon made a referral to an occupational physician to examine and report on our member's neck injury, he said there was "no literature available..." This was not true. All of this work had been forgotten

by Aon and KiwiRail in the span of a few years.

## LEs entitled to cover for WBV injuries

In 2023, Warren (Rowdy) Robertson an LE for the scenic passenger and freight trains in the South Island, had pain and soreness in his neck, before suffering a neck injury when putting an awning up on his caravan. After the pain and pins and needles



down his arm did not resolve, his GP referred him to an orthopaedic surgeon. Scans revealed osteoarthritis (a condition that develops over time) Rowdy noticed the pain was aggravated by rough riding conditions in the locos, particularly the sideways movement of the train. ACC transferred the injury claim to Aon to manage it as a work injury, unfortunately Aon declined cover the neck injury, saying the osteoarthritis was caused by age related degeneration.

The RMTU sought specialist advice from Dr McBride who said in his report that Rowdy's work environment pointed to WBV. He said cumulative exposure to shock vibration accounting for the gradual changes over time. Following the

McBride report Aon accepted that he had cover for a gradual process injury. This enabled Rowdy to access treatment.

McBride referred to research into spinal degeneration of helicopter pilots who had a higher proportion of osteoarthritic changes in their neck. McBride said rotary wing aircraft (helicopters) have a remarkably similar vibration exposure profile to locomotives.

This most recent case is being taken to review by the Union, and Aon has been provided with the Working Party Report and other evidence. They have been asked to reconsider their decision to decline cover for a neck injury.

If you are an LE with neck and back problems that you think have been caused by years of working as an LE, consider whether your injury has been caused by whole body vibration. If so, go to your GP and lodge a claim for a work related gradual process injury.

We also won a case and got cover (which meant he got entitlement to treatment and weekly compensation) for a straddle driver who similarly suffered a neck injury from regular shock or impact injuries when his straddle hit pot holes.

Other workers may experience WBV in their hands and feet from operating vibrating plant.

# Union Calling for Lifelong Health Monitoring for Tunnel Workers

**The Rail and Maritime Transport Union (RMTU) is calling on KiwiRail to provide lifelong health monitoring for KiwiRail staff who were exposed to respirable crystalline silica (RCS) dust while carrying out re-railing work in the Remutaka Tunnel during the 2024/2025 Christmas block of line.**

RCS is created when silica-containing materials such as rock, concrete, or sand are cut, drilled, or disturbed. The particles are so fine they are often invisible to the naked eye but can lodge deep in the lungs, causing irreversible conditions such as silicosis, chronic obstructive pulmonary disease (COPD), and lung cancer. These diseases can develop

years after exposure and continue to progress even once workers are no longer exposed.

Concerns escalated after track workers, who reported being "covered in dust" during the project, learned that static monitoring inside Wairarapa passenger carriages had detected traces of RCS. Workers shared photos and videos with the union showing tunnel conditions resembling a "storm of thick dust," with many saying the respiratory protection provided was inadequate. They reported receiving only one filter per shift, sharing Versa-flow respirator units between workers, and lacking proper fit-testing or training. Some improvised by wearing disposable masks beneath respirator units,

but still struggled to keep dust out of their mouths and noses. Protective suits were issued late, were easily torn, and failed to properly cover helmets. With no on-site showers, workers also took dust home with them.

Locomotive engineers also raised safety concerns, with one filing a report after inhaling dust whilst working inside the loco. Following this, some Loco Engineers were directed to complete an online tunnel safety induction module, which included information on RCS and respiratory protection, though many had already been working in the tunnel for some time before receiving this training. Others said they were never given the induction at all.



The union has asked WorkSafe to formally investigate and pressed KiwiRail to commission an independent review of the project. Engineering consultancy BECA has been engaged by KiwiRail to do this work and began its investigation in September. The union urges all affected workers to engage with the investigation. KiwiRail has assured the RMTU that staff who participate in the investigation will not face any adverse consequences for speaking up.

Another area of concern is the role of productivity-based bonuses. Workers reported that a potential payment of up to \$7,200 for completing the job on time may have incentivized workers to tolerate unsafe conditions. The RMTU criticized this system before it was introduced, warning KiwiRail that it mirrors the

flawed safety culture that contributed to disasters like Pike River. The union told KiwiRail that linking pay to productivity discourages reporting of hazards and pushes workers to prioritize 'getting the job done' over health and safety.

To protect workers into the future, the RMTU has formally requested KiwiRail establish a joint, long-term health monitoring programme. The union is calling for:

Workers provided with results of their base line health monitoring and all future health monitoring and encouraged to log it with their GP as well as the Rail Medical Officer having a record

Payment of regular health monitoring for KiwiRail workers who leave the business for rest of their lives

Responsibility for contractors (employers and workers need to be informed)

Agreed statement issued by KiwiRail to workers of the exposure to respirable crystalline silica including dates, tasks.

The RMTU argues that only a comprehensive, lifelong approach to health monitoring can safeguard workers who may develop health problems years down the line. Without such a programme, workers may struggle to prove their illnesses were caused by workplace exposure, undermining their access to ACC cover and compensation.

This call represents a broader push to ensure KiwiRail learns from the incident and prioritizes health and safety over production pressures in future large-scale rail projects.

# Fatigue Recognised as a Critical Health & Safety Hazard

**O**ur Union, together with MUNZ, Maritime NZ, and the Ports Industry Association, has been recognised at the NZ Safeguard Awards for shining a spotlight on the hazard of workplace fatigue in the ports.

For years, RMTU members across ports and rail have identified fatigue as one of their top health and safety concerns. Shift workers describe their lives as a constant cycle of preparing for shift work, doing the work itself, and then trying to recover. Sleeping and working at irregular hours takes a serious toll on health and relationships, and without robust risk assessment and fair

rostering, workers are left with little time to recover from sleep debt. The 24/7 shift environment, long hours, lack of regulation, and inconsistent employer commitment remain key barriers to achieving proper rest, fitness for work, and a healthy work-life balance.

## Supreme Award for Ports Fatigue Guidance

The Ports Leadership Group received the prestigious *Supreme Award* for its tripartite effort to develop the **Port Industry Fatigue Risk Management Guidance**, with expert support from Massey University's Sleep/Wake Research

Centre. The guidance explains the science behind sleep and fatigue, why it is a serious safety risk, and provides practical tools for assessing roster risks and applying better rostering practices to reduce fatigue.

Since its release, the Ports Leadership Group (including the RMTU) has been actively involved in peer reviews of port companies, offering recommendations to strengthen fatigue risk management systems.

However, as our H&S Organiser noted in an interview with *Safeguard* magazine, the industry still shows a **wide range of maturity** in how it manages fatigue. Alarming, some







*RMTU's Karen Fletcher speaking at The Safeguard Awards about the toll of shiftwork on members' health and safety and the need for the new Ports guidance on fatigue risk management*

employers continue to treat the guidance as “optional”—one company even imposed unsafe patterns of **five consecutive 12-hour night shifts**. Maritime NZ has since advised our Port Forum delegates that it will issue a **position statement** clarifying that the regulator expects the guidance to be taken seriously.

### Next Steps: Rail Industry Fatigue Guidance

Building on the ports' success and acknowledging that fatigue is a significant health and safety risk in rail, the rail industry and RMTU **have formed a working group** to develop a dedicated fatigue risk management guidance document for rail workers across NZ. The RMTU is pushing for a standard that will improve rostering,

a recent survey of KiwiRail LE's said 28% of LE's admitted to making a fatigue related error whilst operating a loco, including having a SPAD.

### KiwiRail LE Roster Trial

In the meantime, KiwiRail Locomotive Engineers are trialling **new rostering rules** for relief links aimed at reducing fatigue, improving work-life balance, and providing greater rostering flexibility for KiwiRail. Key changes being tested include:

- **Grouping rest days** into blocks of two or more (instead of single days off, which do not allow sufficient recovery) and minimum of 4 RDO's per fortnight link.
- **Three nights' rest** after three or more night shifts.

- **Two nights' rest** following 1 or 2 night shifts.

- **Greater consistency of start times** to reduce disruption.

The trial will run until January 2026, after which it will be fully evaluated. If successful, members will vote on its adoption through the normal ratification process. *Part Two of the ROM 3 Review* will then address shift length.

In NZ shift lengths for Loco engineers is out of whack with other countries. Kiwirail LE's work up to **11.5 hours alone**. Meanwhile, Australia caps it at 9 hours, and the UK, USA, Europe, and even a bunch of “third world countries” draw the line at 10 hours max.

# RMTU rejects ACT Party World View.

**T**he ACT party negotiated several elements into its Coalition agreement with the National Party. These included support for the Principles of the Treaty of Waitangi Bill and The Regulatory Standards Bill.

Either of these Bills, if enacted, would change / impact the constitutional framework of Aotearoa New Zealand.

The RMTU made both written and oral submissions to Select Committee opposing each of these Bills.

On the 10th April 2025, the Principles of the Treaty of Waitangi Bill was voted down by Committee of Whole House after its second reading.

At the time of writing, the Regulatory Standards Bill was in Select Committee and had not returned to the House for its Second Reading.

The Key Points the RMTU made in its oral submission to Select Committee on 9th July 2025 were:

1. **The RMTU oppose the bill in its current form.**
2. **The RMTU note the journey of the Bill to the House.**

The Waitangi Tribunal Interim report into the Bill, noted the Bill had progressed with out meaningful Consultation with Māori, and this amounted to Breaches of the principles of Partnership and Active Protection and we asset breaches of Te Tiriti O Waitangi.<sup>1</sup>

Several Iwi Settlement Acts passed in recent decades contain consultation



*RMTU Delegate Sam Kabui presenting to the select committee on the Regulatory Standards Bill via zoom*

clauses, where the Government has committed to consult with Iwi on a range of matters. Cabinet has breached these Acts and commitments by allowing this Bill to proceed to the House without consultation with Iwi Māori

#### 3. **The Bill is Not Necessary.**

The Ministry of Regulation's own advisors and those charged with creating the Regulatory Impact Statement for the proposed Regulatory Standards Bill say the Bill is Not Necessary and states that improvements the Bill seeks can be achieved with existing legislation and mechanisms.

#### 4. **The Bill proposes to elevate certain principles, above other principles.**

Section 8 of the Bill outlines several principles/rights, many of which could be considered Private Property Rights, without taking into account a number of other established and recognised principles/rights. i.e. Principles contained in Te Tiriti O Waitangi, the Principle that the Polluter pays, The Rights of the Collective are omitted from the Bill.

Many of the new principles/rights within the Bill are untested in law, and it is likely the parties will have to go to the courts at great expense

<sup>1</sup> The Waitangi Tribunal Interim report is available online, and gives great insight into the Actions and Inaction of the Minister for Regulation.  
[https://forms.justice.govt.nz/search/Documents/WT/WT\\_DOC\\_230792542/RS%20Bill%20W.pdf](https://forms.justice.govt.nz/search/Documents/WT/WT_DOC_230792542/RS%20Bill%20W.pdf)



to get rulings on how these principles/rights are to be interpreted. The changed way in which principles and rights are prioritised in the Bill are likely to lead to skewed outcomes from those we currently have. This creates uncertain and an environment that favours those with deep pockets that can fund court cases if required.

**5. There is a retrospective aspect to the Bill which the RMTU rejects.**

All New legislation would be considered through the filter of this Act if the Bill were passed into law. Furthermore, after a period of 10 years, All Existing Legislation, the law as we know it, would be considered through the filter of the Act and where that legislation was found to be inconsistent changes would be recommended to bring that legislation into line.

As noted in point 4 above, if passed into law the Act could affect legal precedents, any new precedents would also impact the review of existing legislation.

This again leads to uncertainty in the short to medium term.

**6. Disproportionate Power for the Minister of Regulation.**

The Bill provides for a new Board to consider regulation. Members of that board are to be selected by the Minister of Regulation. This board and the Minister that selects the board would wheel significant influence over all new and ultimately all existing legislation. This amounts to a huge power grab, with an enduring legacy for the minority ACT party.

In closing we thanked the Select Committee and in particular the Secretariat that supports the committee in this massive mahi.

The National Party Leader and Senior leadership team could be considered irresponsible for agreeing in their coalition agreement to support these Bills which if passed would have significant constitutional effects.

Thousands of submissions were made on this Bill with the overwhelming majority opposing it.

Only a small percentage of submitters were given the opportunity to give an Oral Submission, with submitters generally limited to 5 minutes for Individuals and 10 minutes for Organisations. The timeframes for confirming a desire to provide an oral submission, then book a slot were extremely compressed. We are confident that many submitters were in

effect denied the opportunity to provide an oral submission because of the process adopted. We understand that legal challenges to the process are likely.

The RMTU were lucky to secure a slot to present oral submissions on both Bills.

Oral Submission on the Regulatory Standards Bill were heard over 4 days, they were all recorded and can be viewed online.

Our Submission was giving late in the First Session of 9th July 2025.

We highly recommend you watch the first few submitters that presented on the morning of 9th July 2025, these include Social Workers in Aotearoa, Northland Regional Council, Tahono, Action Station Aotearoa, Duty Clark of the House Sues Jones, Professor of Law Dean Knight, Bill Rosenberg, NZ Planning Institute, Parliamentary Commissioner for the Environment, Simon Upton.

Watching the diversity of submitters and vast areas of concern is in our view one of the easiest ways to understand the far-reaching impacts this Bill could have. Check out KiwiPulse, <https://www.youtube.com/watch?v=BObcdLWCdSQ>

# Nicky No Boats, No Budget, No Future

**B**udgets aren't about numbers, as many people would like you to believe. Budgets are about choices. When you choose to spend money on something, you are making a choice—it doesn't happen by accident. Collectively, the choices in the budget reveal the values that the government holds. It spends money

on the things it thinks are important—the things that it believes have value.

The 2025 Budget presents these values in plain view. We have just provided a tax cut of nearly half a billion dollars to multinational digital services companies. We continued to cut the tax bill for tobacco companies. We are spending \$29m on new funding for Ministerial services

and ministerial travel budgets—more than the new funding to help elderly residents with needs out of hospital. These are all choices.

This Budget cuts the funding to education and health in real terms, meaning it isn't keeping up with demand and with inflation. Choices were made about the Cook Strait Ferries too. No decisions made. No



### *The now thirty year old MV Kaitaki Ferry*

commitment to funding. A contingency was created—but how much is inside it we have no idea. No clarity after more than 600 days since the project was cancelled. Instead, we have just had a string of announcements about future announcements.

This is a Budget in which we are missing all our child poverty targets.

In which capital investment fell for the second successive year. Where the government stole \$12.8bn in pay equity money from low-income female-dominated workforces.

We can make better choices than these. We can choose to invest in New Zealand and deliver the economic growth and jobs we desperately

need. We can choose to be honest and really tackle the problems facing the country. Sadly, the government's choices are not delivering for New Zealand.

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■ Craig Renney: NZCTU Economist



## RMTU Solidarity with secondary teacher's strike

**R**MTU flags were flying in support of the secondary school teachers who went on strike in August to

stand up for public education and reject the 1% pay offer. Contrary to Judith Collins idea that teachers were paid 140K per year, some thought the

Minister might be getting mixed up with what Australian teachers are paid instead.



# Port Reform: Before the Storm

This article is written by Victor Billot. It is part one of a series of articles about the history of NZ's ports. Part one is about the seismic legislative changes in the 1980's, known as "Ports Reform".

Part 2 follows the story of what happened next and will be in the December edition of the *Transport Worker*.

**F**or over a century, New Zealand's ports were not just places where ships docked and goods moved.

As a remote island nation that relied on maritime trade for its existence, ports have always occupied a

central role for New Zealand communities and its working people.

This first part of a two-part article looks at our ports leading up to the port reforms of the 1980s, that changed a system that had existed for over a hundred years.

## The Harbour Board System

New Zealand's port system was founded with the *Harbours Act 1878*, which established a network of autonomous Harbour Boards.

These were not private companies driven by profit, but local authorities with a broad civic mandate.

Harbour Boards were responsible for everything from large-scale infrastructure projects—like dredging channels and reclaiming land—to

managing navigation, pilotage, and safety within harbour limits.

Profits generated from port operations were channelled back into developing and improving facilities. This fostered a public service ethos where ports were seen as strategic community assets.

The Harbour Boards directly employed a substantial workforce of Harbour Board employees, distinct from the waterside workers (or "Wharfies") who were originally engaged by private stevedoring companies to load and unload cargo.

Harbour Board employees, including pilots, tugmasters, launchmasters, signalmen, and maintenance crews, were public employees.

Their roles were permanent and continuous, unlike the more



*The Harbour Board staff, Wellington, 1903. Photography by A.W. Schaeff. From the Auckland Libraries Heritage Collections NZG-19031003-0975-02.*

intermittent labour of the wharfies, who were employed by the Waterfront Industry Commission.

## The Rise of the Harbour Workers Union

After decades of informal organisation, the New Zealand Harbour Board Employees Union (NZHBEU), later known as the New Zealand Harbour Workers Union (NZHWU), was established in 1936.

By the late 1980s, it represented over 2,500 members across the country's ports.

The unions focused on securing tangible gains for their members through the arbitration system.

A 1936 agreement for dredge workers in Otago offers a snapshot of the union's impact. It codified working conditions, establishing a 40-hour, five-day work week, specific hourly wages, and detailed clauses for overtime, special allowances for "wet work" and "dirt-money," and provisions for travel and accommodation.

Another defining feature of the pre-reform waterfront was the "bureau system," a national, centralised hiring hall established in 1953, managed by the Waterfront Industry Commission (WIC).

The WIC or "bureau" maintained a national register of waterfront workers, allocated them to private stevedoring companies, and administered pay, holiday entitlements, and other conditions nationally.

This was the world of ports up to the 1980s. Ports were publicly owned and administered through local Harbour Boards, with structured employment, and a union movement that had carved out a significant space for workers' rights.

But by the 1980s, this world was about to be turned upside down.

## The world turned upside down

The late 1980s witnessed massive changes to ports in New Zealand.

This restructuring of New Zealand's ports was a key battleground in a much larger "neoliberal revolution" where capital re-established its dominance and rolled back many of the pro-working-class policies achieved in the 20th century.

A global crisis of capitalism and the rise of globalization in the 1970s and early 1980s saw many developed countries grappling with "stagflation" (combined inflation and low economic growth) along with rising unemployment and spiralling government debt.

Internationally, the rise of aggressive right-wing Governments saw major attacks on unions and the working class in the United States, the UK, and even New Zealand.

The Fourth Labour Government, elected in 1984, launched an unprecedented program of free-market reform, deregulation, and privatisation, dubbed 'Rogernomics' after Finance Minister Roger Douglas.

This was a complete turnaround of the Labour Party's traditional values of state intervention and worker protection.

Rogernomics shattered the relative stability of the 'post-war consensus' where capital and labour operated in a regulated and mixed economy, with heavy oversight by the State.

The speed and ferocity of these reforms disoriented unions, and led to bitter conflicts within the labour movement.

The publicly-owned Harbour Boards were an easy target for the capitalist agenda.

Under the guise of 'port reform' there was legislative assault on ports. For the right wing project to be complete, the waterfront, a bastion of public ownership and union strength, had to be transformed.

Thus began a desperate struggle by unions to protect members against attacks on jobs, conditions—and even the existence of unions themselves.

## The Port Companies Act 1988

The main weapon in this assault was the *Port Companies Act 1988*. This Act, which came into force on 1 May 1988 and dissolved the Harbour Boards.

Their commercial operations—wharves, cranes, sheds, and cargo-handling—were transferred to newly formed public companies. Non-commercial functions were handed to regional councils.

The pivotal clause of the Act was Section 5, which declared: "The principal objective of every port company is to operate as a successful business".

This single goal legally replaced over a century of public service ethos with a stark commercial motivation. The new port companies' legal duty was to their shareholders, not the wider community.

The *Waterfront Industry Commission Reform Act 1989* delivered another blow by disestablishing the WIC and its system of labour allocation and employment.

These two Acts shattered the system of national bargaining which had been taken for granted by both harbour workers and waterfront workers.

Remaining port workers were now to be directly employed with competing port companies and stevedores.

The consequences were immediate and devastating as the reforms led to massive redundancies.

Then a Harbour Workers Union branch official and Harbour Board employee, Peter Clemens saw this first-hand at the Port of Timaru, where the changes felt relentless.

"It was just round after round of redundancies... The history was just one round of redundancies after the next. As a delegate, half of our







*An almost completed Princes Street wharf, one of many port construction projects undertaken by New Zealand Harbour Boards. Original image by Auckland Harbour Board, from the collection of the New Zealand Maritime Museum 2021.28.596*

time was spent in negotiations about redundancy rounds.”

Remaining Harbour Board employees were transferred to the newly formed Port Companies.

Former Harbour Workers Union official (and RMTU life member) Eddie Dickson came into the Union shortly before port reform began.

He recalls that “50%—it might’ve been a little bit more—of employees with the port companies lost their jobs.”

He says unions “knew they were in trouble” and the national council of the Harbour Workers Union “made a decision that as many jobs to be protected as possible.”

“Part of the process was to try and protect as much as they could the gross income of the guys.”

Paul Corliss, who joined the Harbour Workers Union in Lyttelton as an official in the 1980s, says that the new management of the port companies were clear about how their business model was going to be achieved.

“Their first attack was used to try and reduce the labour as much as they possibly could.”

Paul Corliss notes the abolition of the WIC in the same process meant watersiders suddenly “didn’t have an employer” which placed them at a disadvantage in the port reform process.

He says port reform forced unions to confront multiple, aggressive companies, “each legally incentivised to compete with the others by driving down labour costs.”

### **Strategic response**

Paul Corliss recounted a crucial strategy.

To counter the employers’ push to cut labour costs, the union launched a port strike in Nelson “simply on an issue of an enhanced redundancy agreement”.

This strike, lasting 10-12 days and closing the port, resulted in “a very good redundancy agreement”.

This agreement “wouldn’t make it cheap for the employers” to dismiss workers.

Ross Wilson was the National Secretary of the Harbour Workers Union at the time and confirms this approach.

*“One of the first things that we had done was actually negotiate into our award the process and the compensation provision for redundancy... We went in early and negotiated one of the best redundancy provisions in New Zealand.”*

Another key tactic involved preserving conditions against impending legislative changes.

By 1990, the Labour Government was on the way out after the fallout from the right wing shift of its policies alienated working class voters.

A new National Government was elected. But this new Government was to move to an even more extreme position with its attacks on workers’ rights and public assets.

The fight for port workers and their unions was just beginning.

**We asked  
the first-time  
Delegates to  
say what they  
thought about  
the experience**

**Kat Jacobs**

Very eye-opening and educational



**Hemi Potake**

Great to network with comrades



**Kelly Smith**

Gained valuable insights and knowledge that will help me in union roles



**Laura Hull**

Great to meet people



**Julie Marr**

Enjoyed meeting like minded women



**Kyle Hockley**

Common issues amongst the Ports, very interesting forum



**John Thompson**

I found the ACOP, Fatigue and the Fatigue Assessment tool very interesting and I would like to learn more



**George Kholis Strong**

Massive learning experience, sessions on ACC and fatigue very valuable



**Christine Sparks**

Enjoyed networking with likeminded people



**Brian Drummond**

Inspirational, motivational and informative



**Margaret Cross**

SWOT tool, loved it



**Alex Fauck**

Enlightening, empowering, insightful and so valuable to be part of the RMTU Ports forum



**Hector Smith**

Fatigue and Drugs sessions were very interesting



**Luke Drummond**

Great to meet like minded people





# Ports Forum Report:

**I**t was a great pleasure to attend the 2025 RMTU Ports Forum alongside executive members and fellow delegates from the Nelson Branch.

I'd like to thank everyone involved in organising, hosting, and presenting at the forum for running such a well-organized event. With health monitoring and medical termination in the spotlight following the introduction of the Approved Code of Practice, it was particularly valuable to hear from Hazel and Ben of Armstrong Thompson. Their presentations outlined the legal background to these systems, as well as ACC rights and the role of representation. A termination case study was discussed in detail, along with a suggested action plan for delegates and affected members—offering a practical game plan should we

unfortunately find our members in a similar situation. While increased health monitoring has the potential to keep us safer and healthier at work, we must ensure that such systems are used to protect workers, not to coerce or penalise us.

The presentation from the LPC delegates on their experience with a company-led rollout of health monitoring was especially eye-opening. Concerns were raised about the privacy of medical information, the independence of company-appointed doctors, and the actual usefulness of certain tests. These are important reminders that worker voices must remain central in shaping how health monitoring is applied.

At Port Nelson, the stevedoring department has been trialling a rostering system for several years, with a permanent version finally

implemented this year after much effort between the RMTU and the company. Members have generally welcomed the system, and it was valuable to hear several presentations at the forum examining the impacts of rostering on fatigue and work-life balance, as well as potential future improvements.

Maritime NZ's presentation also provided reassurance that support is available to ensure that fatigue risk management systems—including rosters and the wider ACOP—will be properly enforced. Overall, the forum was an excellent opportunity to share experiences, strengthen our knowledge, and get to meet fellow members in the industry

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■ by Luke Warren- RMTU Delegate- Port Nelson

## Ports Forum

### Health is Wealth

**A** hot topic at the recent Ports Forum was **Mandatory Medical Health Checks**. This has been a hot topic around many of our Ports in recent times especially in Lyttelton where there appears to have been a knee jerk reaction to the death of a worker which may be attributed to a medical event.

#### What Is Health Monitoring?

Health monitoring involves checking a worker's health to identify any changes that may be caused by exposure to workplace hazards such as chemicals, noise, or repetitive tasks.

It helps ensure that control measures are working and that workers are not being harmed

#### What is the Issue?

The issue is one of balancing the requirement of a PCBU under HSWA to provide a safe and healthy workplace for its workers and invading an individual's privacy.

We all work in hazardous environments and are exposed to hazardous substances, shift work and generally tough working conditions. All these things can cause industrial diseases which will often affect our members later in their lives.

Monitoring does help to detect changes in a worker's health over time that may be attributed to the work they do.

#### Is this information important?

It could be in the future; this information should be able to provide a baseline of your health and demonstrate changes that have occurred over time. This may be attributed to exposure to dangerous substances, gases and conditions.

All too often employers are let off the hook as workers' health suffers long after they have left employment.



Sadly, the taxpayer picks up the bill and there is no accountability.

However, it is worth considering that health monitoring can uncover issues with an individual's health before it becomes an issue, this can be done with your own GP and does not need to be done with an employer. The employer's responsibility is to address health hazards specifically to do with the work site.

### Who protects the information and what is it used for?

This is the real question, managers are not doctors and should not be making medical decisions. These decisions are reserved for qualified medical professionals and medical information should only be shared between those professionals.

Employers are obliged to protect your information and the important thing to remember is your information, the individual owns it and has a say in who can see it.

The biggest fear is that this information will be used against individuals to remove them from their jobs unjustly.

Please remember the RMTU provides an advocacy service for these situations and support for members who are having issues navigating the ACC and accredited worker schemes.

### Workplace Guide: Health Monitoring Compliance in New Zealand Overview

This guide outlines the key responsibilities and rights under the Health and Safety at Work Act (HSWA) and the General Risk and Workplace Management (GRWM) Regulations 2016 regarding health monitoring in the workplace.

### Employer Duties (PCBU Responsibilities)

1. Inform workers about health monitoring before they begin work involving health hazards.
2. Explain the nature of the monitoring, the health hazard involved, and how the monitoring will be done.
3. Engage an occupational health practitioner to carry out the monitoring.
4. Obtain and share health monitoring reports with relevant parties and regulators.
5. Use monitoring results to reduce exposure risks, take remedial action, and protect affected workers.
6. Non-compliance penalties: Up to \$6,000 for individuals and \$30,000 for companies.

### Worker Rights and Protections

- Work in safe environments where health risks are properly managed.
- Receive training and information about workplace hazards.
- Access health monitoring if their work exposes them to health risks.
- Stop work if they believe it poses a serious risk to health or safety.

### Types of Monitoring

- Exposure Monitoring: Measures what workers are exposed to (e.g., airborne chemicals).
- Health Monitoring: Assesses whether exposure is affecting a worker's health (e.g., hearing tests, lung function tests).

### Best Practices for Compliance

- Conduct regular risk assessments to identify health hazards.
- Maintain clear records of all health monitoring activities.
- Ensure confidentiality of health data.
- Foster a culture of safety and encourage worker participation.
- Review and update health monitoring procedures regularly.



*Delegates and Organisers at the Ports Forum in July 2025*



# RMTU Wāhine Forum

July 29th, 2025, Te Whanganui-a-Tara / Wellington

**A**bout 35 women attended from the Ports and Rail as well as Sister Annette McCauley from MUNZ. It is always great to see our MUNZ sisters.

The agenda for the day consisted of an open forum which gave women a chance to speak to one another, listen to stories and experiences and any issues from each other.

Gemma Thomas and Zoe Smith did an amazing presentation on mental health. It was so good Deputy Leader of the Labour Party—Carmel Sepuloni, asked for a copy of it. Well, done sisters!

Carmel spoke of a very heated topic, Pay Equity and encouraged the RMTU to keep supporting the work and campaigns to restore pay equity legislation.

Shirley Horne, Auckland Organiser, did a great crash course in Union Delegate training. This was very beneficial for delegates who have never been to delegate training and it was a good refresher for those of us who have. The history of the union movement is especially important for us to remember all the hard work and fight the union movement has done to get us where we are today. Passing on the knowledge, stories and experience is crucial for the union movement to carry on.

We were lucky enough to have 2 overseas guests from Australia and from WIMDOI-Women in Male Dominated Occupations and Industries Committee. They were, Patricia Fernandez General Secretary of the Australasian Meat Workers Industry Employees Union New South Wales Branch (AMIEU) and Leanne Holmes National Director of Organising and Vice President Women for Australian Rail, Tram and



*International Union sisters. Patricia Fernandez General Secretary of the Australasian Meat Workers Industry Employees Union NSW Branch (left), Leanne Holmes National Director of Organising and Vice President Women for Australian Rail, Tram and Bus Industry Union (right) With Labour Deputy Leader Carmel Sepuloni (centre)*

Bus Industry Union (RTBU). They spoke on behalf of WIMDOI committee. WIMDOI is in its 25th year and still going strong. Attendees of the conference say the WIMDOI conference is an amazing experience, where women feel empowered to speak in front of 250 other women, to gain knowledge, build leadership, learn new skills, become part of a wider sisterhood and whanau. And most of all UNION POWER!

Lara Topping, our amazing RMTU Administration and Finance Manager, livened up the afternoon with a very interactive session on the new RMTU Website which was a fun and informative way to get to know the website a bit better. Awesome work Lara!

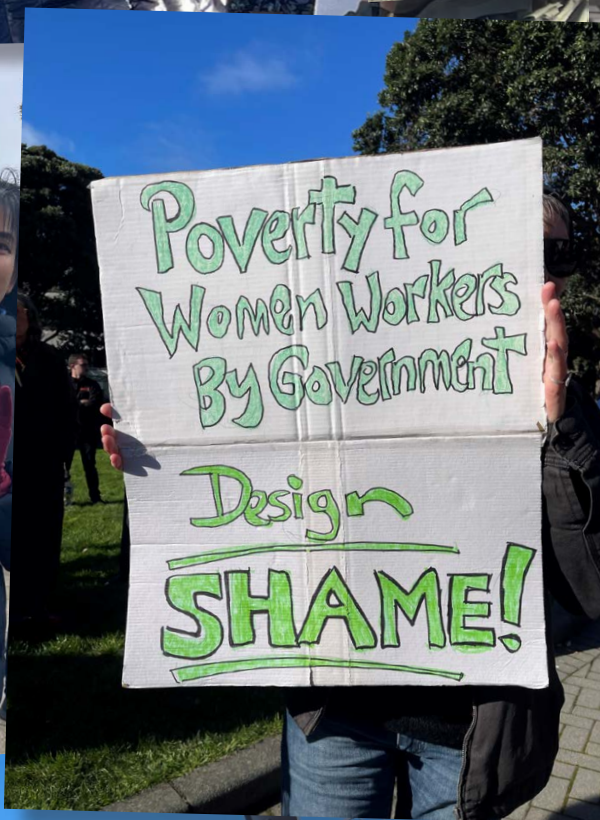
Chlöe Swarbrick, Co-Leader of the Green Party Auckland Central MP-Reimagining Aotearoa ran from the beehive (literally) to wrap up our day. Excellent commitment! Chlöe spoke very passionately about this National Government and the

treatment of its people. The attack on Te Tiriti o Waitangi-Treaty of Waitangi, climate crisis, the trickle-down tax cuts playbook of the 1980's and 1990's, 311 families hold more wealth than 2 ½ million New Zealanders. The tax system at the top pay less than ½ of that of the average New Zealander. The disastrous ferry cancelling decision by Nicola Willis. A different world is possible, we need to protect the natural world we rely on for our survival. Our collective power is what will hold this government accountable.

This is where the power of the unions come into play. Our collective power will hold employers and this government accountable.

HE TANGATA, HE TANGATA, HE TANGATA—THE PEOPLE, THE PEOPLE, THE PEOPLE. Individuals, whānau, and communities should be placed at the centre of everything we do.









## Stand up Fight back—Pay equity

RMTU members are throwing support behind the campaign to restore pay equity legislation and deliver pay equity.

The Unions petition to Protect Pay Equity was presented at Parliament on 23 July, 2025. The fight to reverse changes to the Equal Pay Act. The petition was generated in response to the National-led Government's gutting of the Equal Pay Act. The Government's changes reverse decades of progress to balance pay for women working in jobs that have been undervalued.

Without warning, the Government:

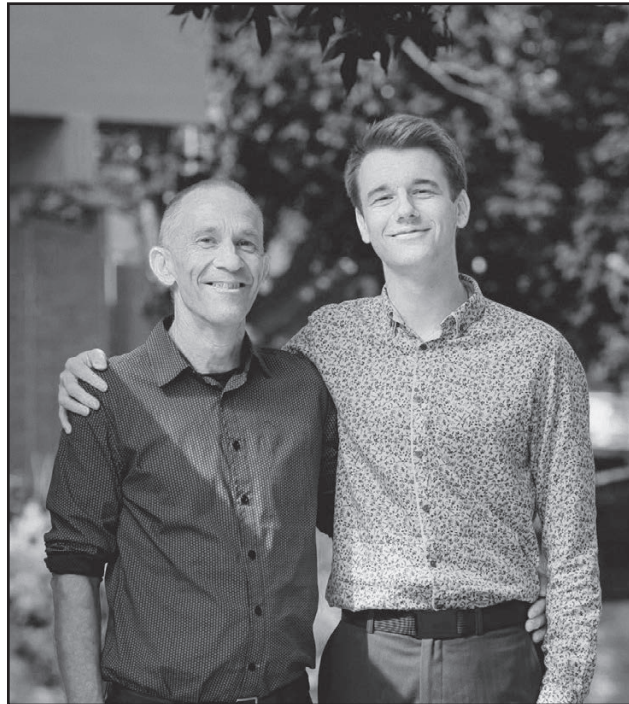
Cancelled pay equity claims that promised better pay for tens of thousands of people.

Put up huge barriers to raise a new claim.

Withdrawn maintenance of settled claims—which will erode pay for people like nurses, midwives, hospital administrators, and health workers.







*Alex with her Dad Bryan Reade who works at Port Tauranga and Christchurch LE Ian Hudson with son Cameron. Congratulations to the scholarship winners*

# Ernest William File Scholarship Recipients 2025

**T**he Ernest William File Scholarship was established in 1978 by members of the New Zealand Locomotive Engineers' Association as a tribute to Ernest William File, the retiring General Secretary of the Association at the time. The scholarship was adopted and expanded by the Rail and Maritime Transport Union and extended to all members.

The purpose of the scholarship is to assist the sons and daughters of members of the Rail and Maritime Transport Union (RMTU) in their first year studying for a degree at a New Zealand university.

Applications for next year's recipients open on 1 December 2025. For scholarship information go to [rmtunion.co.nz](http://rmtunion.co.nz)

## 2025 Scholarship Recipients

Cameron Hudson, pictured with his dad Ian Hudson KiwiRail Loco Engineer

Cameron says, "It is a privilege to be a recipient of the Ernest William File Scholarship in 2025 and I would like to thank the Rail & maritime transport Union for this scholarship. Currently, I am in my first year of studying a Bachelor of Arts double majoring in politics and International relations; and security studies at Massey University. This scholarship has meant that I don't need to worry about living costs whilst studying which I am extremely grateful for.

Alex Reade, pictured with her dad, Bryan Reade Port Worker

Alex says, "I am currently in my first year studying for a Bachelor's

degree in Science at the University of Auckland, with majors in Biology and Earth Sciences.

This scholarship has been an incredible help to me. It has meant that I can dedicate more time to my studies rather than having to work extra hours to get money to fund my accommodation at the university halls.

As my dad is a part of the RMTU I was able to be eligible for this scholarship. I am very grateful to my dad, who puts in hard work for the union, the RMTU, and the Ernest William File team for selecting me for this scholarship, as they have made my journey at university so much easier!

Thank you."





*Jerry Hohepa receiving RMTU certificate of appreciation, and outgoing Branch Secretary Mathew Bennie*

## Northland Branch

**I**n August, we began celebrating long overdue long service awards. First off is our 43-year service member from the machine group, Jerry Hohepa. Jerry has been a member of the RMTU since 1983.

Mathew Bennie, our long-serving branch secretary, has announced his resignation during the recent Northland Rail AGM. He will be leaving us in December 2025. RMTU Northern Organiser, Shirley Horne, expressed the Unions gratitude to Mat for the incredible work he has

done as Branch Secretary and Union Delegate. We have witnessed significant changes in Northland thanks to his efforts. He will be greatly missed by all of us at the RMTU. We wish you and your family all the best and hope that you will return to New Zealand one day.

# Auckland Branch

**I**t's been another busy period for the Auckland Branch, with a number of major projects moving forward.

Single Line Working (SLW) Trials are now progressing into their physical trial stages. Dedicated crews are working alongside project managers and Protection & Track workers to test the theories developed during risk assessments and HPHE workshops.

The Mobile Radio Warning System has also been in trial, and reports so far suggest it's running well with "a heap of potential."

The KiwiRail Industrial Committee (KIC) meets again in early September, with several key projects under way. The Wabtec RCL upgrade is in its trial phase and showing promise. Importantly, KiwiRail has listened to member feedback and requested modifications to make the equipment more ergonomic and user-friendly.

The Locomotive Engineer (LE) training reform is also reaching its critical stage. This new approach is expected to completely change the

way LE training is delivered—focusing on knowledge retention and consistency across the board. A key outcome has been the development of a Risk-Based Training Needs Analysis that identifies the non-technical skills LEs require. This has given the organisation fresh insights and highlighted the value of extending similar work to other safety-critical roles. Phases 2 and 3 will expand this approach, and our position is clear: it should apply across all such roles, informing every stage of recruitment, training, OJT, and sign-off.

In the RSAS space, a change of manager has taken place, and we await constructive discussions to progress long-standing issues raised by members. Meanwhile, long-overdue upgrades are finally happening at the Westfield buildings. Although the work will cause some short-term disruption, the end result will be modern, functional facilities that no longer flood.

At Auckland One Rail (AOR), several issues remain on the table. Assisted Train Operation (ATO)

continues to be a major focus, while the LE ROM review drags on after many years. Another significant concern is the poor build quality of the new Batch 3 EMU fleet—each unit arriving from Spain has carried a host of faults. While AOR has been accepting them, our members are standing firm, ensuring all issues are properly recorded and returned for repair. It is disappointing to see trains shipped to New Zealand and put into testing with so many defects.

The City Rail Link (CRL) continues to progress, with training and route familiarisation for LEs under way.

Elsewhere, Team Global Express has reached an agreement that will soon go to ratification.

CAF remains active in supporting the EMUs and is currently in discussions with AOR about taking on most repair and maintenance functions for the fleet. A small group will remain post-transition to manage warranty issues. What the eventual merger will mean for our members is still being worked through.

# Waikato Branch

**T**his past quarter has been steady for the Waikato branch, with members continuing to put in strong work across the network. While there have been no major disruptions, the usual mix of operational challenges and day-to-day adjustments have kept everyone on their toes. It's a reminder that rail remains a dynamic industry, where no two weeks ever look exactly the same.

The branch has had a number of informal discussions about workloads, rostering, and general wellbeing. Feedback from members is that while the work can be demanding, there is a sense of pride in keeping things moving for both freight and passengers. Several crews have noted the importance of communication on shift changes, and we will continue to raise these points in the appropriate forums.

On the safety front, the last quarter has been relatively stable. A few minor issues were noted, but nothing out of the ordinary for rail operations. It is a credit to members that safe working remains front of mind, even during busy periods. The branch encourages everyone to keep reporting near-misses and potential hazards, as this helps ensure we stay ahead of risks rather than responding to them after the fact.



◀ We also acknowledge the ongoing discussions at the national level about conditions and industry direction. While there are no immediate developments to report, it is useful to know that Waikato voices are being heard. Members here continue to value the stability that comes from being part of a wider union

movement, even when the issues on the table don't always directly affect us day to day.

Overall, the quarter has been one of steady progress, with members doing what they do best: keeping the rail running and supporting one another along the way.

These branch notes were written entirely by AI. We need to highlight that this technology is changing so rapidly and we are seeing it everywhere. Is it the next enemy of the worker? Time will tell but we need to be wary and also able to adapt.

## Bay of Plenty Port Branch

### **P**eople Over Profit: Standing Against Automation in Ports

The International Longshoremen's Association (ILA) and the International Dockworkers Council (IDC) are set to host the "People Over Profit: Anti-Automation Conference" in Portugal—a crucial international event that highlights the growing threat of automation in our industry.

This comes at a time when the Rail and Maritime Transport Union (RMTU) is facing urgent questions about the future of work in New Zealand's ports, especially in areas like log scaling and stevedoring.

Right here at home in the Bay, we're already seeing how Artificial Intelligence (AI) and automation are changing the landscape of our workplaces. Before we even start our shifts, biometric scanning systems are in place, no more timesheets, no more

human contact, just machines. In stevedoring, automated scanning systems are beginning to replace skilled workers shipside. In the checkpoints logs are scaled with AI with the human intuition removed. This is no longer a hypothetical future, it's happening now.

These changes are not simply about new technology. They are about who controls the future of work, and who gets left behind. The pace of AI adoption—often done without consultation with unions or the workers most affected—is deeply troubling. It's not just a technological shift; it's a political and economic decision that directly impacts job security, workplace safety, and the fabric of our communities.

We need to share our experiences and learn from the struggles and strategies of others facing the same challenges. There are critical

decisions about the use of AI in the workplace that need to be discussed, shaped, and challenged.

Artificial Intelligence is already changing how our industry operates—often without worker input. If we're not at the table, we'll be on the menu

The introduction of AI in our industry is not inevitable. It is a choice. And workers must be part of the conversation about what comes next. We need fair, worker-led transitions, where training, job protection, and dignity are front and centre.

Let's make sure the RMTU is at the table with the employers in the decisions about our future. Our members need to know we are fighting for them,

"Without workers in the conversation, jobs will disappear"

## Taranaki Rail Branch

### **H**ello all, from the land of Milk and Honey,

It's a been a while since I've gotten the typewriter out and put some notes together.

Like a lot of areas, we have seen staff come and go. Somebody who

walks out the door with 40 or 50 years under the belt is also taking away a lot of experience. In the last few years the Taranaki has lost locomotive Engineers, Remote Control Operators, Rail Operators, and Signals Technicians. I suppose

nothing lasts for ever, but this means opportunities for new staff to come on board and learn new trades. So, well done newbies! I'm sure you are doing your best to keep the place flowing like the old fellas.

We are in a frustrating time like most areas, any money allocated seems to be taken away by big projects in Wellington or Auckland. We have on going issues with temporary speed restrictions that were on the horizon of being fixed but have now been kicked back to touch as long term speed restrictions.

The Milk season is just about to get underway. The milk siding was done

up a year or three ago to meet more stringent milk unloading requirements. Fonterra has also been doing a lot of work in the siding leading up to the milk season, so we are hoping everything goes according to plan.

The Track Gangs have been keeping busy with concrete sleeper replacements in a few different areas. Once again, the track gang is in a

rebuilding stage with people coming and going.

Branch AGM is coming up and happy to say that a lot of the younger generation are keen to step up into delegate positions. This bodes well for the future of the Taranaki Rail Branch.

Until next time keep safe out there.

## Napier Port

**T**he angst in Napier has settled with new pay-rates implemented and back-pays received. Lots of work still on the books with an upcoming Reefer-Care Restructure seeing the loss of two long-term employees with over 50 years' service between them, a fond farewell to two of our Union stalwarts Debbie Marden and Sam Ngarimu.

Also, the implementation of Autonomous trucking is fast approaching.

We haven't yet seen our "off-peak season" as many of the apples are put

into a "Stabilization State" in the chillers and are still rolling through the gates. Our AGM will take place soon

and a shuffle around of officers/exec team is likely.

Thank you Team RMTU for your work and support.

*Finished Product. Bridge 15A, Manawatū Gorge*

## Hawkes Bay

**U**pdate from the Hawkes Bay Rail Branch

Just a quick rundown of what's happening here in the Bay: We're still dealing with some staffing issues on the Freight side. A few people are having trouble getting permits to work in the yard, and some revalidations are a few months behind for some staff, we're working on it.





◀ The Track teams have just finished their Panel Lifting training. They're now busy with ballast renewal and panel lifting work up north of Dannevirke until October, they'll be out there for a while.

The Signals team is getting into their usual code work. They've also just started planning and installing the new RNIP projects for 25/26

across the PNGL. Plus, they're busy with a new standby generator installation in central Hastings and a couple of new level crossings in Awatoto and Napier, so they'll have their hands full for the next financial year.

The Structures team wrapped up the Br15a project in the Manawatu Gorge—it was a big one, running from mid-January to the end of July.

They're back in the Bay now, working on local timber maintenance.

Finally, the report-back meetings in the lower North Island went well. We're just waiting on the results from Vero's new electronic voting system, and don't forget the Branch AGMs are coming up in August.

Stay safe out there, everyone.

## Hutt Workshops

**G**reetings from the Hutt Workshops:

Changes abound at Hutt, with new cranes, acting managers, completion of the demolition of old buildings, repairs to floors and the trickle-in of new work. The latter has included on-track plant (a stabiliser), a Wellington Cable Car, and some DLs. We are grateful for the work as we prepare to run two railways with the removal of the Aratere from service. A briefing at the last MCC (Mechanical Consultative Committee) gave a comprehensive overview of the company's intention to shift various items of rolling stock between the North and South islands via the Aratere and the future financial cost of utilising our competitor when we're out of the Rail-Ferry business for a long time.

T'was good to hear that the wage round negotiations were carried out with the minimum of fuss and the Negotiating Report-back teams were able to do a whirlwind tour of the country explaining the outcome that the team believes is well-worth recommending to the membership notwithstanding the current economic environment the Government has thrust us into and its' resulting effects to our daily lives. Some feedback from the 'Road Shows' indicated that a chunk of the members were

unaware of the meetings. At the time of writing the proposed MECA was duly ratified by a resounding majority.

Another upcoming improvement is the proposed changes to the Quintiq Rostering System and a little bit more automation (read, enhanced use of features) of the Digital Timesheet System. This promises to streamline the process a little more so we don't become continuing slaves to the technology.

Our AGM is scheduled for late September and there has been some interest in new people putting their hats in the ring for consideration by their peers at large. Whilst change/new blood is good, we have to manage our affairs and ensure we have robust succession plans in place to ensure seamless continuity in the preservation of our pay and working conditions.

By now, members would have been exposed to at least two opportunities to engage in electronic voting. For the small handful that didn't get the electronic links to neither their chosen email address nor mobile phone, I hope you acted in a timely manner and contacted National Office to have any errors or omissions addressed.

Our yards continue to fill up with rolling stock including locomotives. Unsubstantiated rumour has it that

a disposal deal fell through so there will be the ensuing delays to moving stock off-site. If this keeps up, we may have to expand our footprint to accommodate anymore arrivals!

One of the final acts of demolition onsite is the bulk of the Powerhouse. Within it is our incoming electrical supply and control equipment. We believe that there will be a small building erected over that equipment thus allowing final demolition of the remaining structure putting an end to 90+ years of old structures and their attendant asbestos cladding that has been a source of concern for many years. This will complete the significant upgrades to the site pending future direction—this however will be contingent upon our successful operations as a cohesive company over the next few years as we get down to business with new equipment and driving growth from within.

For a recent business quarter, we achieved a great TRIFR performance within our safety statistics—this was celebrated with a joint-cost lunch at the end of August. Safety cannot be over-emphasised and we need to continue to pull together to lift our overall (company) safety performance.

Rounding-off, we note the retirement of Glen Meo after 48+ years'



*Wellington Branch members gathered in support of Pay Equity*

service repairing and managing all the electrical and mechanical plant onsite. Glen always strived to maintain a consistency in his application

to maintaining high professional standards in this role—we wish him well in his retirement.

Until next time—play by the rules keep working safely out there!

## Wellington Rail Branch

### **C**autious Optimism at Transdev Wellington

The winds of change have swept through Transdev Wellington with the recent appointment of a new Managing Director—and while we've seen our share of leadership transitions over the years, this one brings a glimmer of cautious optimism.

From the outset, the new MD has signalled a clear commitment to

safety, placing it front and centre in discussions and decisions. It's a welcome shift, especially in an industry where safety isn't just a buzzword—it's the backbone of everything we do. Equally notable is her willingness to engage more openly with the union. There have been more opportunities for dialogue, and she appears genuinely interested in hearing from those on the front lines of the operation. Of course, time will tell whether this

approach is sustained, but credit where it's due—it's a positive start.

Over King's Birthday weekend, the network saw a significant period of disruption with a block of line that enabled major infrastructure works. It's great to see a reduction in temporary speed restrictions on the main trunk and Johnsonville lines.

At Transdev, one area drawing increasing concern from members is the pace of progress on the new





◀ master roster. While discussions are ongoing, and consultation has improved compared to past processes, delays are frustrating. Members are right to expect transparency and timeliness, especially when rosters so directly impact their work-life balance. A slow-moving process adds to fatigue and uncertainty—something the leadership needs to address with urgency.

On a broader front, the recent government commitment to funding rail-enabled ferries between Wellington and Picton is a major step forward. Retiring the Aratere to enable construction of the new terminal

at Wellington—and the subsequently proposed 4 year absence of a rail enabled service is of serious concern to members.

Information about the LNIRIM (Lower North Island Rail Integrated Mobility) proposal seems to be a can that's getting kicked further and further down the road with little to no new information coming to light, this project has potential to seriously benefit the region.

Overall, recent developments reflect some positive movement, but challenges remain. Transdev's Managing Director's focus on safety and increased union engagement are

steps in the right direction, though it's too early to judge the long-term impact. Delays in the roster review continue to cause concern among members and need to be addressed more efficiently. At the same time, the funding commitment for rail-enabled ferries is a welcome sign of broader support for the industry and will provide long-term benefits for rail workers. We'll continue to monitor these developments and work to ensure that outcomes align with the day-to-day realities and needs of our members.

## Marlborough Branch

**O**n 18 August, the Aratere embarked on its final journey from Picton, marking the end of an era.

Local iwi Te Ātiawa led a heartfelt farewell ceremony, joined by the Interislander shore team and KiwiRail Freight staff—standing together one last time before the arrival of our new rail-enabled ships in four years' time.

It was a powerful moment of reflection, unity, and gratitude for the vessel that has served Aotearoa so faithfully. Aratere's legacy will live on in the memories of those who worked aboard her, travelled with her, and stood on the shore to say goodbye.

### Rail Operations in Picton

We begin by acknowledging the significance of the changes in Picton—both for us as an operation and for the town itself.

### Loss of the North End Back-shunt

One of the most pressing concerns is the removal of our North end

Back-shunt by Port Marlborough. This isn't just a loss of infrastructure—it's the loss of a strategic opportunity. Without this shunt, we forfeit the ability to reinstate the track to Shakespeare Bay. That decision effectively locks Picton into a future where logging trucks must traverse the hill into the Bay—forever.

The solution is simple. Extending track around the corner is not a complex engineering feat. It's achievable, it's a shame to see the window closing on this. We urge all stakeholders to reconsider the long-term implications—not just for rail, but for sustainability, traffic and the town's future.

### Picton Rail Yard Footprint

Secondly, I want to touch on our Rail Yard. Years ago, when we operated two rail-enabled ferries, our footprint was expansive. Today, as we prepare to return to a similar dual-ferry operation, we find ourselves working within a significantly reduced footprint.

This presents both a challenge and an opportunity. We are actively planning how to deliver the best outcomes for our customers within these constraints. Efficiency, adaptability, and innovation will be key—and we're committed to making it work.

### Upcoming Road Bridging and Yard Redesign

Over the next four years, road bridging will take place to accommodate the absence of rail ships. This will involve significant construction activity, including a redesign of the rail yard to support the relocation of the linkspan. These changes will reshape how we operate and interact with the port environment, it's crucial that we approach with foresight and collaboration.

A Year of Change and Resilience at Interislander Terminal: The past year has been one of both stability and transformation for the Interislander Terminal. While we've been patiently awaiting clarity around the future of the new ferry project, change has quietly unfolded around us.

We've farewelled many cherished members of our whānau. Legends like Tony Bullen and John Smits stepped away after forty years of service—leaving behind a legacy of dedication and camaraderie. Others, including Connor and Carter, have ventured to Australia in search of new opportunities, while Robin and Beryl have retired to embrace well-earned rest and adventure.

Operationally, two major shifts have reshaped our landscape:

**Aratere's Retirement:** With Aratere withdrawn from service, construction will be underway shortly round October to prepare the new berth for our purpose-built, rail-enabled ships arriving in 2029. This marks a significant step forward in our journey.

**Roster Reform Victory:** A proposed roster overhaul threatened to disband our teams and introduce a rotating schedule that compromised work/life balance. Thanks to overwhelming feedback and collective advocacy, Head Office listened. We secured not only the continuation of our team structure but also improvements that reduce fatigue and enhance wellbeing—a true win for the FTOs.

The CSRs have also adapted to new ship timetables, with changes implemented on the afternoon of 18 August. During discussions with Brock Symmons, it was confirmed that a full terminal review will take place after next year's peak

season—an opportunity to shape our future together.

Safety has seen meaningful progress too. The widening of CV lanes now includes walkways on both sides, along with a designated safe path for CV drivers entering and exiting the yard on foot.

Through it all, the Terminal team has shown remarkable strength and resilience. Despite the challenges, we've maintained the stability essential to our operations.

As we look ahead, more change is on the horizon. Picton's Rail & Port future deserves thoughtful planning and bold vision. Let's make sure we're not just preserving what we have, but building something better.

# Nelson Branch

**T**he Nelson Branch continues to keep itself busy since bargaining with the Port company last year. We've continued with our monthly consultative and well what can be said, same old stuff?

While we have had a few resolutions from agenda items and although all those are important to our members, they are in general small things in comparison to some that we have been battling constantly for some action, let alone answers!

The big one is the benefits review (From our Bargaining Terms of Settlement) and it's been made quite clear that it's just not good enough considering this was in our TOS - (terms of settlement) for our negotiations, but not only that, they gave a timeline of "by end of April" to do so!

Every month it's just more excuses or there's a meeting with the board and then we will be looking to invite RMTU to discussions around it, but

guess what? The inbox is still EMPTY! Following with this lack of action, one of our Exec has had a one-on-one conversation with the GM. This conversation, in short, was around frustrations on the lack of progress with our agenda items. He said our Senior People Advisor has had a terrible personal tragedy this year, and we do we all sincerely sympathise with her, however, there needs to be more resilience on their side. If she left then someone would take on that workload, it shouldn't just be all down to one person. This is exactly what has transpired and we are now losing our Senior People Advisor. This means that while others come up to speed there will be more delays and frustrations with a process that is already falling behind. While our present Senior Advisor had some personal interest in progressing the Benefits, we now just hope that whoever takes over will work with us towards those benefits.

We have a few notes and comments written by our Nelson team who attended the recent Ports Forum: "A highlight from my last few months was the Ports Forum a few weeks ago. It was a busy couple of days full of a bunch of speakers, all really good but there was one that stood out the most and that was Craig Renney, an economist who spoke about the 2025 budget and general economy. His presentation along with his delivery of it was just absolutely amazing."

"We are RMTU union members We fight for rights and workers and we're damn good. Can't be any corporate geek of the street though, got to be handy with a lashing bar if you know what I mean. Two days in Wellington at ports forum and a few things became abundantly clear, National is not union friendly and they are stealing our money blindly, it is now more important than ever to support all unions around NZ and get rid of this current government. Maritime







*RMTU general Secretary Todd Valster with Eric Connor and Ross Croton*

◀ NZ are on our side and with the introduction of ACOP and the fatigue guidelines they will back us on these legally if necessary. And finally, don't do drugs kids! even with prescription marijuana legal in NZ, company policies around NZ."

"The forum was well organized and run like clockwork, All the speakers were knowledgeable and interesting to listen to. All and all the forum was a great opportunity to learn new skills, meet some awesome people from other ports around of the

country and to see that we are all dealing with the same issues."

## Canterbury Rail

**W**e are seeing some of our most very senior people retire from the Canterbury branch.

With Eric Connor retiring at 80 years young and Roscoe Croton retiring after 51 years' service in Rail it really seems like the changing of the guard. Long standing member Bevan Chalmers is also retiring. These people were staunch RMTU supports and

proud to be union members and it is good that they get to enjoy retirement.

We still have some very senior people left. Mark Apeotis, who has been down at the Christchurch station for 10 years, has also done 52 years in rail continuously. He started as a Shunter and moved to the Christchurch Signal box where I first met him and then when it closed he was redundant for

1 whole month before starting at the Christchurch Station for as they are now known, Greater Journeys. He has been a union member all that time, we should celebrate his 52 years. Let's hope they celebrate his 50 years' of service at some point.

The Canterbury Branch will have had its AGM at the time of this report going out so I would like to thank all

the old and new delegates for their commitment to the RMTU.

The year is rolling around and another successful bargaining will

be in place where the MECA is the binding document for us the members make sure that your managers know and understand its importance

to us as some managers think it's just a guide and we the members have to keep reminding them it is binding and we negotiated hard for our rights.

# Lyttelton Port Branch

■ Mike Shrimpton (President) resigned from LPC and so Kelly Smith is interim President, and will be standing for President in upcoming Branch AGM.

■ Ongoing court proceedings re LPC Container Terminal Operations Proposal, Awaiting ruling from employment court.

■ In the final stages of bargaining for a new collective for the Customer service operators (formerly Tally clerks)

■ The branch continues to be involved in the local body elections looking to get Nathaniel

Herz Jardine elected to council, also involved in the New Zealanders for a Democratic Economy (NZDE) campaign to ensure public infrastructure isn't sold or leased after the local body elections.

■ Will have a number of councillors at the upcoming AGM—20 Aug 2025

■ Together with MUNZ Branch President, RMTU presented to council on the poor industrial relations current LPC exec management and board have created. The unions questioned whether

actions of the CEO and board chair were in line with the overarching CCHL boards statement of intent, which has good faith and genuine intent at the heart of the requirements of behaviour of Executive leadership and Board.

■ Multiple LPC policies being rewritten, the latest the Drug and Alcohol policy with 60% of the document being changed, this in a unilateral manner, under the guise of consultation.

# West Coast Branch

**T**he West Coast has been booming on the back of mining with opportunities opening up all over the region though the coal programme has been kicked in the guts by what can only be described as trespassing green types. Fortunately all their efforts were in vain as Bathurst got the trucks in to move coal down the hill to load trains, after a week the only thing that really happened apart from annoying locals was increased emissions due to trucking the coal. It is worth remembering Bathurst is what keeps the SNL open and without it we would a much smaller outfit on the Coast.

The TranzAlpine is back to daily trips and the decision to run a single

DX has been biting back time and again. Double DXs to mitigate against break downs is a no brainer, perhaps this is why it has not happened!

The signalling between Rotomanu and Jackson have been restored after a 3 year outage, we are fortunate we only had the one incident during this time. Signal upgrades to Stillwater, Kokiri and Moana look to be a reality with much of the ground work being completed which will ultimately do away with Single Line Automatic Signalling. Motor points and signals will be a real novelty!

The Asbestos drama is almost over in the networks building in Greymouth as a plan to remedy this has been sorted, hopefully by the

time this goes to print it will be all in the past.

Bridges have been getting a tickle up with replacements at Kōtuku and Arnold river now completed and another on the SNL between Ikamatua and Mawheraiti is going great guns. It has been great to see this investment in the network, particularly in the SNL which gives confidence to the longevity of the coal. The Omoto Slip is also rumoured to get an increase from 10kmh to 30kmh so things are on the up.

We are now into peak season so make sure you do your job right, if in doubt just say NO and sort it out. Stay safe out there.





# Timaru Branch

**H**i all from the Riviera of the South aka Timaru Rail branch

Heading into the peak season coal supply into Clandeboye has dropped by half with Fonterra turning to woodchip and that chip shipped in then trucked so valuable long hall tonnage lost there. On the plus side some dairy tonnage has been gained (or returned) ex Oamaru, Timaru and Temuka Ct sites which is promising to see. There's more from elsewhere being talked about, but too far off and not nailed down enough to get excited about. Let's not forget we and the rest of the world are still doing it tough so even in 2026 we may still be treading water. Would be nice if the OCR had been dropped lower and sooner, but at least some relief for mortgage holders will be felt when fixing next.

As the depot upskills and upstaffs (to replace those gone and soon to go) well done to Caitlin Bartley who

was recently signed off as an RCO, and keep up the good work Baxter Harris who is well into his RCO OJT. New RO trainee Riki Anderson has just finished yard school and is on his OJT with Gavin Curragh, and Jake Pavitt has just signed on as an RO trainee as well, welcome along.

Recently we had the pleasure of a DM loco being put on the Christchurch to Timaru return freight service for a couple of weeks to build up the kms before sign off. Talking to the drivers was very interesting, to say they are impressed with the locos is an understatement one even said they're awesome. That's great to hear and a credit to all those involved, well done team. Now we just have to wait for the full rollout over the next few years.

The local branch had its AGM mid-August, thanks to Andy Woolhouse (SI organizer) for turning up and being a part of it. The mood was a little bleak and forlorn

with all that's been happening in rail of late but some robust discussions and cheap pizzas were had. I guess the best way to describe the feeling at the moment is just a bit "over it" it could well be the tail end of the winter blues with a bad flu season that's contributed to that feeling as well.

Finally, so sad to see the last sailing of the Aratere essentially creating two separate railways for the next few years at least. Good luck to both sides as we do our best to negotiate our new norm. There's already been murmurs on lost customers not willing to pay extra lift fees but let's hope these are the outliers and everything possible is being done to retain existing customers as well as of course attracting new ones.

That's all comrades from the Timaru branch as we head into a new season with longer days warmer temps and lower power bills!

# Otago Branch

**K**ia Ora Whanau from Ōtākou Rail Branch The Māori name for Otago is Ōtākou. Thought to be derived from words meaning either "single village" or "place of red earth" referencing the reddish-ochre clay found in the area.

The name was initially used for the village near Taiaroa Head, Otago Harbour, and later extended to the wider region. There is a bit happening in Ōtākou Rail Branch at the moment.

Staff numbers and Union membership is on the increase at Dunedin

Railways. Collective Bargaining has taken place and at time of writing, a report back meeting to members is being organised. An inspection pit has been constructed outside the workshop, and everyone is gearing up for a busy summer season, with public trips increasing to 5 per week from September and the start of the cruise ship season from October.

Looking outside our immediate workplaces, we are supporting industrial action in August and September by PPTA and NZNO, who represent members working in education and health, both suffering from severe

staffing issues leading to excessive overtime, fatigue, and unsafe workplaces.

Unfortunately there is no lack of worker causes to support, as this government slashes workers' rights and equal pay legislation, even doing it under urgency and purposely misleading language to prevent proper scrutiny.

Another one is hearing from our local Tramways Union comrades, who represent Dunedin and regional bus drivers, that they are being presented with unsafe and "take it or leave it" rosters which would see them doing



*Otago Rail members taking WIMDOI Organiser Patricia Fernandez (third from the left) for a tour*

split shifts over a 13 hour period (fatigue), or giving up their 2 consecutive days off (who needs family life?) after a week working. Sound familiar?

It is important that when these fellow unions come under attack we are all there to swell the numbers and lend our support.

With local body elections coming up in October, Unions Otago will be hosting a “meet the candidates” forum, where candidates can be questioned on their position regarding workers’ rights, transport policy etc. So keep an eye on our notice boards and website/social media for that. Provisional date is for 25 Sept.

Dunedin Operations-Rail Operators, Remote Control Operators and Team Leaders are about to commence 10 hour shifts coming in at the end of August. We have been through a lengthy Terminal Mapping with Kiwirail over the last 6 months or so and now it’s time to see if what looks good on paper will work out there in the real world for our brothers and sisters. Time will

tell if cutting out 2 busy shifts to help Kiwirail with their budget will be effective and not cost the company the loss of their customers.

The frontline team has customers as a high priority. Will changes to the roster affect that? Kiwirail Operations and Port Otago have been working closely together on communication with workers that are upgrading the pad at Port Otago. Everyone involved in this project from Operations apart from the manager is on the frontline. Exactly where we need to be, as people closest to the mahi are the ones that can solve issues in that space. Well done to the HSAT team on this kaupapa.

The Container Terminal in Ōtepoti has got an old but very welcomed face back, great to see your smiling face out there again Dan Carraher, welcome back to the whanau.

Team Global Express has accepted a transfer from Nelson, an ex-Rail-Operator from Ōtepoti Cameron Rowse and his whanau have moved

back down to the Deep South. Good to have you back brother.

Infrastructure, Networks, Track Maintainers and Bridge Crews are very busy this time of year with a lot of rain causing flooding, slips, more maintenance needed out there on our railway line. Thank you brothers and sisters for your continued work that keeps us safe while running trains on our rail network. You all are a major piece of the puzzle that keeps our day to day work moving.

Hillside Engineering has celebrated its 500th rail wagon in just over a year, the frontline workers have done an outstanding job. Amongst the frontline workers, Roxanne Lewis 1st year Mechanical Engineer Apprentice is enjoying her work and is 100% supported by her fellow union comrades. Good to see Kiwirail keeping their promise in taking on apprentices, especially wāhine.

I Kotahitanga

In Unity



# Southland

**G**reetings from Sunny Southland,

After the better part of 2 years in limbo, we have received the bad news of the mothballing of the Ohai Industrial Line. With Bathurst's decision to close the Takitimu Coal Mine due to Fonterra's decarbonisation program and a lack of other business opportunities for the line, its fate has unfortunately been written. We will see a reduction of coal this season, with no supply required for next season. So far we have been promised that no jobs will be impacted, and we will hold KiwiRail to that promise. One does wonder how hard KiwiRail was searching for new business opportunities for this line, or if it was a convenient way to make the numbers look good by eliminating maintenance costs.

Speaking of Fonterra, work is full steam ahead on the new UHT plant being constructed at North Edendale. This should see an increase in rail volume of around 10%, so it's great to see some investment happening by

customers in the Lower South. While the work is underway and there are multiple contractors and track works being undertaken just remember; if it isn't safe, don't do it!

The Red Card is a great tool and has been utilized before resulting in quick action from the company to ensure safety. Lorneville and Rayonier Siding are prime examples of where we have not been happy with the safety of the siding, and changes have happened very quickly to make it safe. Keep up the good work on reporting these issues, you quite possibly could have saved a life.

We held our report back meeting for the MECA wage offer recently, with varied personal opinions on the offer tabled for consideration. Remember, you have the choice to vote and with electronic voting it should be easier than ever to have your say.

Other government departments have been offered some insulting offers, including NZNO members who went on strike. A couple of us

were able to attend the NZNO strike down here in Invercargill in solidarity with our nurses who deserve a fair deal and safer working conditions.

Congratulations to Josh, Anna and Cassie who have recently been successful in applying for the Relief RCO positions that have come up. Josh is signed off, with Anna not too far away and Cassie just starting her training. Well done, you'll all do great.

Terminal Mapping—two hot words around the depot at the moment. The proposal has been sent out, and our feedback has been delivered. By the time you read this, no doubt it has been steam rolled in under the guise of HPHE. No redundancies have been offered, which is odd considering there is a reduction of established headcount from 20 down to 16. We wonder if this and changes to current roles are a way of pushing people out of the business without having to offer redundancy, but we will see how it all pans out.

Keep safe out there.

*RMTU Southland Branch Secretary Mike Batt (left) and Southland Branch Women's Rep Terri Scott (Right) showing the RMTUs support for our NZNO brothers and sister during the nationwide nurses strike held on 30th July.*





## **WOMEN IN MALE DOMINATED OCCUPATIONS & INDUSTRIES**

**WIMDOI provides women working in male-dominated occupations and industries with a safe environment to share their stories, enhance skills, build networks and strategies and develop Union power, and are bringing their 2026 biennial conference to Aotearoa!**

### **WIMDOI Biennial Conference 2026 11–14th May 2026**

**If you are a woman working in a male-dominated occupation or industry, talk to your union to express your interest in attending, or get in touch:**

**Rebecca Huack**  
**RMTU National Women's Rep**  
**[gunkgirl7@gmail.com](mailto:gunkgirl7@gmail.com)**

**Annette McCauley**  
**MUNZ National Women's Rep**  
**[annette\\_liz@hotmail.com](mailto:annette_liz@hotmail.com)**