

Contact Details:

Jacqui Roberts: jacqui@amea.co.nz
Stan Renwick: stan@amea.co.nz
Bob Brough: bob@amea.co.nz
Penny Dillimore: penny@amea.co.nz
Nicolette Carrington: union@amea.co.nz

Ground Floor, 6 Mitchelson Street,
 Ellerslie, Auckland 1051
 PO Box 11-112, Ellerslie, Auckland 1542
Phone: (09) 358 0050
Fax: (09) 358 0063
Office: union@amea.co.nz
Web Site: www.amea.co.nz

2015 was a significant year for the AMEA. After 25 years in operation, we relocated our office from the Auckland CBD to Ellerslie. In December we held another training seminar for our delegates and we also recognised that it had been 25 years since the AMEA separated from the Institute of Marine and Power Engineers.

MEETINGS

2016

General Meetings Auckland

Tuesday 3 May 2016
 Tuesday 7 June 2016
 Tuesday 5 July 2016
 Tuesday 2 August 2016

Delegate Training December 2015

Last year's seminar was our most successful yet. The quality of the speakers keeps getting better and better every year and delegate participation is always a highlight.

On our first day we were fortunate to have Christopher Luxon, CEO Air New Zealand come and talk to the group about leadership. He not only spoke but he also stayed for lunch. He spent over two hours with us in a formal and informal setting. Prior to Christopher addressing the seminar, the National Secretary was invited to spend some time with him on the 5th Floor of the Hub. As a result the relationship between the AMEA and Air New Zealand top management is the best it has been for a long time.

After lunch Steve Chapman, CEO Pacifica Shipping and President of the Shipping Federation spoke to us about globalisation and the future of New Zealand shipping. After hearing about Air New Zealand's success it was quite a contrast to hear just how dire coastal shipping is with the competition from international shipping firms operating on the NZ coast.

During the first day we were also fortunate to be joined by Jim Roberts (Partner), Alison Maelzer (Special Counsel) and Jodi Sharman (Senior Associate) from our employment solicitors, Hesketh Henry. Jim spoke about the legal framework covering sick or injured employees, Alison about medical incapacity and she discussed some case law around this. Jodi gave us some

tips around performance and disciplinary investigations and then Jim finished off the day with an open forum called "Ask a Lawyer".

Day two was all about Air New Zealand's High Performance Engagement. Lorraine

Murphy (now former) Chief of People for Air New Zealand spoke about HPE and its focus on people. Lorraine is a human dynamo on 4 inch heels. Her somewhat controversial but very engaging speech set things up for a very lively panel discussion and Question and Answer session. Lorraine, Phil Doak (GM Legal and HR Air NZ), John Callesen (Manager- Gas Turbines Air NZ), Stan and Penny were participants in the panel discussion which was chaired very ably by Chris Mills (GM HR Air NZ).

Following this the delegates from the Airports involved in the HPE projects (Violet Tupu, Katie Carmont, Niva Mahoni and Nalina Fairfax-Foster) shared with the conference participants lessons learnt from their HPE experiences.

We also wish to congratulate Nalina on the birth of her baby boy last week.



Christopher Luxon and Sonny Faaloua



2015 Seminar Delegates

The Future of Work Conference

By Stan Renwick

On 23rd & 24th March, Stan Renwick and Jacqui Roberts from the AMEA attended a conference hosted by the Labour Party that discussed the Future of Work and the impact that technological change is having on work practices and work as we know it today.

The main aim of the conference was to alert the general public and unions of the profound changes that had occurred and the effect continues to have on work as we know it.



Setting the scene was Professor Robert Reich who acted as the Secretary of Labour during the Clinton Administration. His main theme was about the need to embrace the innovations/new technologies that had and continues to have, on the way in which work is organised. He also made the point that in embracing the changes governments and unions need to ensure that education will keep pace and that inevitably there will be significant job losses.

The next speaker was Professor Guy Standing who spoke on the impact of job losses and the effect on the labour market. He reported that since the late nineties robotics and new technologies had seen the loss of some 40,000 jobs per annum, mainly in non-skilled areas. He also made the point that as work had become precarious, the social/class structures had changed and that there now existed a new social class called the Precariat. The Precariat are those people without skill and who were forced to exist on the basis zero hour and multi temporary employment situations. He gave a very clear warning to all political parties that the Precariat needed to be taken seriously.

At the end of the session there was a panel discussion that consisted of a number of industry representatives who answered questions from the floor on technological disruption, new forms of work, flexibility at work and the ideas of a just transition of work from work in its present form to the perceived work of the future. Those participating included; Geoff Hunt – Hawkins Group, Nina Sochon – High Performing Workplace Expert, Frances Valentine – Tech Futures Ltd, Mathew

Tukaki – Entre Hub and Richard Wagstaff – NZ Council of Trade Unions.

Day 2 and the first item on the programme dealt with the question of education requirements in the new industrial age. The main speaker was Jan Owen who is the CEO of the Foundation for Young Australians. The main theme promoted by Jan was accessibility to the Internet and the other repositories of information. To enable this to happen Jan spent time explaining the need for young people to have access to the tools, computers, internet access etc.

Jan Owen's segment was followed by a panel discussion dealing with Industrial Training, Career Development and higher education across a variety of providers (e.g. Polytechnics and Universities).

Having dealt with the question of education for the future, the next speaker Goran Roos, M.D. of Innovation Performance Pty Ltd, gave an interesting commentary on how technology had driven productivity improvements to date and the need to recognise that work as we know it will continue to evolve requiring workers to train for life. In addition, Goran gave examples of new innovations and developments that will have a profound effect on industry as we know it today.

After the break for morning tea, a panel discussion on Economic Development and Sustainability was convened to address a wide range of topics inclusive of the need for Regional Development Policies to be developed, Maori's role and its economic development, and the sustainable future of work. Contributors were Rachel Brown – Sustainable Business Network, Shamubeel Eaqub – Economist and Author, and Hinerangi Raumati – Director, Hinerangi Raumati Limited.

The next panel topic was New Models of Organising Work. The topic was introduced by Phil Doak, Air New Zealand, and Kelvin Ellis, ETu Union Aviation Lead Organiser, on the topic High Performance Engagement. What is High Performance Engagement? Basically it's unions and management resolving industrial conflicts by consensus using the resources available at a ground floor level. Other panel members Jane Bryson – Victoria University and Gail Pacheco – Auckland University of Technology to include what makes a successful work place and what workers want and need from the work place.

The final panel discussion discussed the thorny issues of recognition for voluntary and unpaid work, work for people with disabilities, pay equity, job security and flexibility for workers under the age of 35. The panel discussion points were ably presented by Scott Miller – Volunteering New Zealand, Grant Cleland-Disability Employment Forum, Erin Polaczuk – Public Service Association and Heather Warren and Asher Goldman – Stand Up Youth Movement.

This fascinating conference was summed up by Jacinda Ardern List MP for Auckland Central.

AMEA 25 Year Anniversary

Would you believe it? It has been 25 years since the AMEA separated from the NZ Institute of Marine and Power Engineers and we are still going strong! To celebrate we had a gathering of a few old faces and a lot of new faces.

We were pleased that the former National Secretaries John Bainbridge, George Ryde and their spouses helped celebrate with us and former employees Jim Roberts and Pat Lott attended as well. Ken Johnson sent his apologies.



Cutting of the cake by John Bainbridge, the first National Secretary.

NEWS BRIEFS



AVIATION BRIEFS



AIRWAYS

The Airways Collective Agreement settled after 6 days of negotiation. A 36 month term effective from 1 December 2015 and expiring 30 November 2018. GWI 1.75% increase per annum on all printed and paid rates backdated to 1 December 2015 except the standby rate which will increase from \$3.75 to \$4.00 in the first year then by the 1.75% in the remaining 2 years of the Term.

Changes to rostering principles agreed - a descriptive consultative process will apply to change any rosters. Additional steps added to Technical Coordinator grades to cover off a long standing matter of accommodating trainees. A working party will begin meeting in July to review the current Collective Agreement; the scope is not limited but there is no intention to reduce existing members' terms and conditions.

Of note; this is the best settlement of the 3 Collective Agreements Airways negotiated in 2015.

EMIRATES

Bargaining was initiated and a number of meetings held. Discussions are ongoing as we have not been able to reach agreement on the term or proposed GWI. We are looking to mediation in May to resolve this.

CHRISTCHURCH ENGINE CENTRE

Bargaining has been initiated for the renewal of the Christchurch Engine Centre Collective Agreement which expires 31 May 2016. The negotiating team has called for claims. The Employer has made an offer of early settlement, which will be put to our members to determine next step.

This is a joint site with ETu. Their CA does not expire until the end of July. The Employer has also made an offer of settlement to vary and align their CA.

HPE is alive at various stages and occupying time at both Air New Zealand and the Christchurch Engine Centre.

AIR NEW ZEALAND

High Performance Engagement (HPE)

AMEA members are actively involved in a number of HPE initiatives across the business supported by the organisers. The principle of HPE is having the people closest to the problem working collaboratively with management and other unions to address issues in the work place.

Jacqui Roberts, Ross Gosling and Penny Dillimore sit on the HPELT (HPE Leadership Team) along with leaders from the other unions and senior management at Air NZ. Penny also sits on the HPE working party with Ross Gosling, from our Executive team, which oversees the approach to HPE across the company. This gives us an opportunity to hear about a wide number of initiatives and be involved in wider decision making e.g. providing input into the commuting policy.

Recently a Health and Safety Steering Committee was set up across the company with representatives from all unions and business leaders. The charter for this group is still being developed and will be communicated once agreed. As part of HPE the union organisers were invited to attend the latest training for the Health and Safety reps in both Auckland and Christchurch. From a union perspective it is good to get some oversight of Health and Safety at Air New Zealand and we are keen to get more involved.



Penny Dillimore and Lisa Prinsloo at the Health and Safety Training in Christchurch.

Airports

The review of the Remuneration and Reward structure will begin soon. A new HPE group is being established following the joint MOU from Airports Collective Agreement bargaining.

Roster review groups are also to be established following HPE principles with urgent actions required to address fatigue and overnight rostering issues on the ramp.

Ground Staff

This Collective Agreement was renewed in October 2015 for a further 2 years with a 2% GWI for each year. A number of issues that could not be resolved during the bargaining were agreed to be addressed in HPE working groups which are now underway.

HPE working groups that started prior to bargaining in Crew Control and Load Control are continuing and we look forward to seeing recommendations to next steps over the coming months.

AKLI Cleaning HPE working party Phase 2, to review work practices and profiles for wide body aircraft, is under way.

Flight Planners

Bargaining has been initiated and dates agreed to meet. In line with HPE we have agreed to interest based bargaining (IBB). The delegates have met and outlined a number of concerns and issues in the workplace that we will look to address prior to formal bargaining using an interest based approach, as well as looking to secure an agreeable GWI during the bargaining.

Engineering and Maintenance

Heavy Maintenance

Restructuring at the Auckland Base has been completed resulting in the redundancy or relocation of approximately 144 Air New Zealand employees.

Toward the end of 2015, a Hangar HPE project team was assembled to address the reorganisation of work at the Auckland Base. Primarily the team undertook the task of developing a series of shift patterns that would be trialled early in 2016 and tweaked as necessary. On completion of the trial, a ballot will be taken to endorse the shift patterns

Gas Turbines HPE

Last year Gas Turbines was in a difficult business position with not enough work coming in and it was bleeding money due to unbillable man hours. In February 2015, an HPE Project was established. The HPE Steering Committee has worked together to determine the capacity requirements, decide on a process to reduce staffing and help employees find other positions.

Overall there was a reduction of 29 employees or about 30% overall. Fortunately most of the disestablished employees were either retirements, voluntary exits or redeployment across Air New Zealand. This was a tough process but we are grateful to have moved most employees out without redundancy.

We are now moving onto Phase 3 which is to improve efficiency, increase revenue and profits.

The Salaried Group Collective Agreement expires in July 2016. We are awaiting an early renewal offer from the Company.

Line Maintenance HPE Auckland

Like Gas Turbines, HPE on the Line has been a financial success. The Company is keen to continue onto Phase 2 however the union still has unresolved issues from Phase 1 that need to be addressed before we can consider moving forward.

The AMEA has moved
Reminder... the AMEA is no longer
located in Central Auckland.
We relocated last year.

**Our New Location is Ground Floor,
6 Mitchelson Street, Ellerslie,
Auckland.**

**Our postal address has changed
to PO Box 11-112, Ellerslie,
Auckland 1542**



Regional Maintenance

The AMEA has initiated bargaining at Regional Maintenance on behalf of our new members and are holding ratification meetings for our new Collective Agreement.

Penny Dillimore and Jacqui Roberts spent a couple of days in sunny Nelson getting acquainted with the turbo prop base and were fortunate to be given a personal tour of a few vineyards by Buncie. We wish to welcome all our new members in Nelson to the AMEA and look forward to a long relationship.



Salaried Group Collective Agreement

The Salaried Group Collective Agreement expires in August 2016. Last year the ATA Aircraft Workers Collective Agreement was renewed 14 weeks early for a GWI of Year 1, 2% and Year 2, 2%. The union has asked for the same offer for us to take back to the Salaried Group members for ratification.

Union Delegate Elections

Congratulations. The following have been elected as union reps/delegates at Air New Zealand;

Salaried Engineers Auckland

Murray Painton
Simon Gallagher
David Manning*
Paul Tatton*

Salaried Engineers Christchurch

Steve Bovaird
Ivan Wolfe
Gavin Sim

Administration Auckland

Tania Lee
Tammy Gower*

Administration Christchurch

Sandra Henderson
Lisa Prinsloo

Line Maintenance

Allan Walmsley (Wellington)
Marc Morley
Mark Jeffrey
David Crouch
Doug Wong

Barry Hammond*
Peter Graf*
Jaron Gaylard*

Regional Maintenance

Bruce Heron

* denotes new reps

Watercare Operators

The union has initiated bargaining and claims have been received. Dates for negotiation have not yet been agreed to.

Watercare Trades

Technicians employed at the Waste Water Plant have joined the union, and the union will be seeking to expand the coverage of the Collective Agreement to cover them. Delegates have requested that the coverage clause be extended to cover other trades persons employed at Watercare.

Watercare Rosedale

Settlement reached. Two year term, increases of Year 1 - 2.25%, Year 2 - 2.25%. Employees whose rates have been frozen have received a one off lump sum payment. Increase backdated to expiry date. Minor changes to sick leave provisions.

Ballance Mt Maunganui

Bargaining to be initiated and claims will be called for at the end of April.

AFFCO

The AMEA and ETu, after almost 8 months of negotiations, have received an offer for settlement from the employer. The unions have resisted a string of clawbacks and the agreement stays the same. A wage increase of 0.5% has been offered. We will be balloting members shortly. A major concern for both unions at the AFFCO sites is that there are more tradesmen and shift engineers on Individual Agreements than on the Collective Agreements. A membership drive may be needed to win these members back.

Fonterra Shift Engineers

Final offers of settlement for Waikato and Whareroa have been received and members are being balloted.

Offer. Term two years. Increases in line with the Dairy Workers settlement are Year 1 - 0% and Year 2 December 2016 CPI quarter plus 0.5%. The coverage clause of both Agreements has been extended to give coverage for Trainee and Energy Centre Operators. In addition, training programmes and salary progressions have been agreed for each Agreement.

Silver Fern Farms

- Finegand Collective Agreement. 12 Month Term effective from 28 September 2015. 1.5% increase on all rates and allowances. Minor changes to the CA including Employer name change.
- Pareora Collective Agreement. 12 Month Term effective 28 September 2015. 1.5% increase on all rates and allowances. Minor changes to the CA including Employer name change.

Both these negotiations were difficult and protracted with significant loss of members at Pareora. Finegand membership was and is stable.

- PTG Trade CA and Silver Fern Farms Shift Engineers CA were both varied during their current Terms to reflect the Company name change.





MARINE NEWS BRIEF

Port of Tauranga

The union has been in bargaining with the Port of Tauranga since September 2015. Progress has been slow but an offer for settlement was tabled early April. The offer has been rejected, by secret ballot, and the employer has been verbally informed of members' intention to take industrial action. The employer is seeking urgent mediation to settle outstanding issues.

Golden Bay

In the last News Brief, the union indicated that dates to begin negotiations for a new Agreement had been set. It was also indicated that Golden Bay had notified the unions of its intention to contract out the marine operation to China Navigation (Swire). Since 16th July 2015 the unions have been attempting to negotiate new collective agreements whilst attempting to enforce the Technical Redundancy clause(s). Key to this issue is the opportunity for crew to have ongoing employment with China Navigation on similar rates and conditions of work currently enjoyed at Golden Bay. This is going to be an ongoing issue for all unions.

Holcim

Holcim have confirmed their intention to reduce the number of vessels servicing their needs on the coast. Indications are that formal notice of Redundancy will be given to those to be made Redundant in July 2016. Presently there is a dispute over the application of the Redundancy Clause and this will have to be resolved prior to the notice being given.

The Company has also indicated that they have sourced a new vessel that will replace both Holcim vessels eventually.

The union has also initiated bargaining for a new Collective Agreement and claims will be called shortly.

China Navigation

Unions have made an approach to China Navigation to consider becoming a party to the Golden Bay Agreement. They are not prepared to make that commitment. The unions for their part will attempt to seek an accommodation.

Interislander

The Collective Agreement has been ratified by members. Term two years applying as at 1st April 2015, with increases of 2.0% - 1st April 2015, 2.0% - 1st October 2015, 2.0% - 1st April 2016 and 2.0% - 1st October 2016. The average overall increase for year 1 & 2 of 3.0%. Interislander have also decided to follow Air New Zealand's lead and has introduced their own High Performance Engagement Programme.

Eastlands Group Ltd

Each of the Maritime unions have been approached by employees of the Eastlands Group, at the Port of Gisborne. They have joined the appropriate union and the unions are presently seeking dates to negotiate a Collective Agreement.

Offshore Collective

Negotiations have been concluded and a final offer has been tabled by the employers. The AMEA is not prepared to recommend the offer for settlement, however as it is a final offer it is currently being balloted by membership.

Initiation Dates

NIWA and Silver Fern Shipping 30th April 2016.

AMEA EXECUTIVE December 2015



L-R John Fraser (Marine), Lisa Prinsloo (Admin) David Bainbridge-Smith (Flight Planner), Trevor Williamson (Aviation Engineers) Tony Tronson (Managers) Ian Cox (Managers) Murray Painton (Aviation Engineers), Jason Lilley (ATA), Steve Bovaird (President), Greg McIntyre (ATA), John Stickley (Vice-President), Jacqui Roberts (National Secretary).

