



AVIATION & MARINE ENGINEERS ASSOCIATION

Newsletter - August 2015

THE A.M.E.A HAS MOVED

After 25 years in our offices at 44 Anzac Avenue, we have moved to Ellerslie. With rising rental and parking costs in the city, the time was right to look for new premises that would meet our needs and those of our members.

With plenty of free parking for members and employers, easy walking distance to the Ellerslie train station, café onsite and the office fitted out for our specific needs it was an was an easy decision.

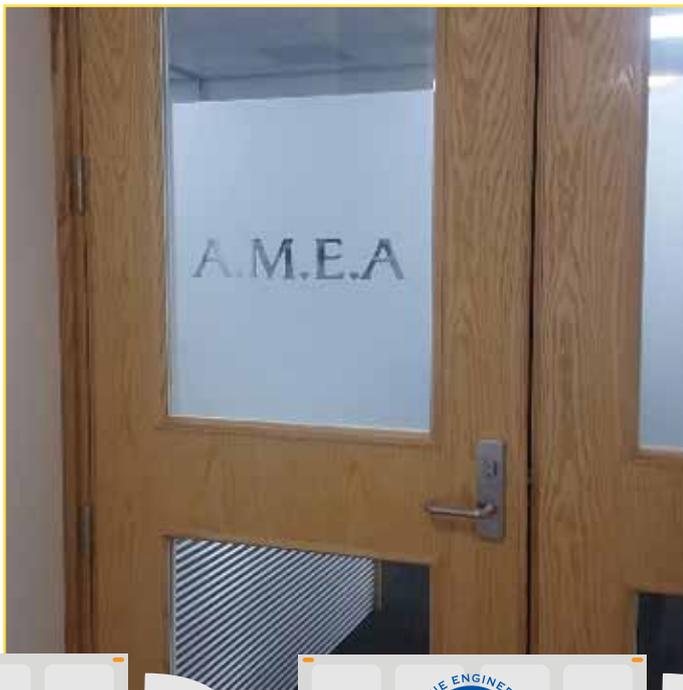
Our New Location is Ground Floor, 6 Mitchelson Street, Ellerslie, Auckland.

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

Our Phone and fax numbers remain the same Ph. 09 3580050
fax 09 3580063.

HAVE YOU MOVED RECENTLY?

Don't forget to advise us when your details change. Contact Nicolette at union@amea.co.nz so that your postal address, email addresses, and contact phone numbers etc. can be updated in our data base.



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General Meetings

Tuesday 4th August 2015

Tuesday 1st September 2015

Annual General Meeting

Tuesday 4th October 2015



NEWS BRIEFS

INDUSTRIAL BRIEFS



Watercare Trades

The Watercare Trades Agreement has been settled and ratified, almost 12 months after initiating.

2 year term. Year 1 - 2.25%, Year 2 - 2.25% back dated. There were a few changes to other clauses but nothing of significance.

Watercare Operators

Settlement same as the Trades above, however there were changes to how Annual Leave and Alternative Days are accrued. The change affects the anniversary date when holidays and alternative days are accrued from. Rather than the anniversary date for accruing annual leave, or the 1st January for the accrual date of alternative days, the new anniversary date will be 1st December for all employees. To allow this to happen it was also agreed that all outstanding Alternative Days could be cashed up.

Watercare Rosedale

The union has initiated bargaining for a new Collective Agreement and claims have been called for.

Ballance Mt Maunganui

Negotiations have been completed for a new Collective Agreement. One of the key issues identified by the unions' was the outdated format and the need to modify the layout of the Collective Agreement and other important clauses such as the hours of work clauses. As part of the settlement it has been agreed that the parties will redraft a new Agreement during the term.

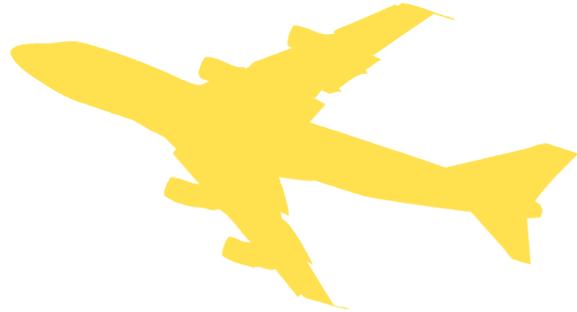
Other changes agreed are as follows:

- ➔ Term 14 months
- ➔ Increase of 2.0% on printed, paid, rates and allowances
- ➔ All back dated
- ➔ Change to shift patterns in the acid plant and ship loading and;
- ➔ Two small changes re call out and statutory holiday provisions

Ravensdown

The Ravensdown Collective Agreement is currently under negotiation.

AVIATION BRIEFS



AIR NEW ZEALAND

High Performance Engagement (HPE)

The HPE Charter was signed by the Unions' and Air New Zealand Management on 19 March 2015. The Charter outlines how HPE will work at Air New Zealand. This includes defining the agreed HPE objectives, methods of engagement and meeting processes.

HPE is a way of working where people closest to business issues are involved in helping identify and develop solutions for those issues. This involves management, employees and the unions.

The AMEA is currently involved in Airports, Gas Turbines, Crew Rostering and Line Maintenance HPE projects. Airports was one of the first Steering Committees to kick off and is still going strong with over 40 projects completed or underway.

The Engineering and Maintenance Steering Group is still in its infancy but has formed an Engineering, Quality and Planning Steering Group and an Aircraft Maintenance Steering Group, which are both setting up working groups in their work areas.

The Unions' and the Company are committed to HPE. We are hopeful that better working relationships will develop across the business in the long term.



The Charter was signed on behalf of the Air New Zealand Leadership Team by (left to right) Bruce Parton, Strachan Crang (EPMU), Marja Lubeck (FARSA), Wayne Renwick (NZALPA), Jacqui Roberts (AMEA) and Paul Martin (FANZP) (Andrea Rushton from SFWU not present)

Gas Turbines

Gas Turbines has been in an HPE process since March this year. Jacqui Roberts, Alan Ure and Steve Beattie from the AMEA are on the Steering Committee. Prior to entering into the HPE process it was recognised that Gas Turbines was in a difficult commercial position and the business needed to “stop the bleeding” in the short term but in the long term look for a future. GT is currently going through a redundancy process for 22 Aircraft Workers. Volunteers have been called for.

Line Maintenance Auckland

Line Maintenance had a wake-up call when one of their major third party customers gave notice to set up their own Line Maintenance in Auckland and hence withdraw its business from Air New Zealand. An HPE Working Group has been set up to look at how to reduce cost and make the business more efficient in an effort to retain the rest of the third party work. Representation on the working group comes from the Line, HIT team and Hangar, EPMU and AMEA.

Wide Body Heavy Maintenance – Auckland Hangar

The Wide Body project is continuing to reduce headcount by a total of 107 through attrition, redeployment, voluntary exits and now compulsory redundancies. A selection matrix has been applied to Aircraft Workers in the Auckland hangar. Those employees who have scored lowest on the matrix and are therefore below the cut-off point, had the opportunity to appeal their scoring. The final outcomes were released at the end of July. Exits from the business will be in December 2015 unless otherwise agreed.

Salaried Engineers – Planning

The role of a planner and what the customer wanted from a planner in Auckland was analysed in a pseudo HPE process. There are currently 3 types of planners; forward planners, production planners and technical planners. The outcome of the project is a new Production Planner who will be responsible for taking a leading role, along with the Production Leadership, in the management and control of a maintenance check or aircraft visit. This role has been graded as a B under the Salaried Collective Agreement.

Line Maintenance/MOC Duty Managers CA

The Duty Managers Collective Agreement was renewed for a further 2 years. The bargaining team used an interest based approach which was facilitated by one of the HPE external facilitator's. The key changes and additions to the CA include a clearer and more defined coverage clause and a simplified salary step matrix.

Salary increases varied, depending on where members fell on the matrix, but on average the increases fell within the company mandate of a GWI of 2.25% for each of Year 1 and Year 2.

Airports

The Airports Collective Agreement was renewed for a further 3 years, now expiring on the 30th June 2018. We bargained jointly between the company and two Airport unions, AMEA and EPMU. It was run using interest-based problem solving, with discussions between the company, union and membership taking place before the bargain to discuss the process and transparency of

information.

A GWI of 2% was achieved for each year of the term on all rates of pay and allowances. In addition a onetime payment (OTP) equivalent to the total proportion of OTP and customer service components of the FY15 KPI scheme.

The 40 hour minimum per fortnight for part time employees was confirmed for the term of the agreement.

In addition, a joint MOU was agreed to continue to work on a number of key issues using an HPE approach. These include part time hours, rosters, and competency based framework.

Ground Staff

This agreement expires in October and the company has begun initial discussions around how we approach this bargaining. With so many different work areas covered under the Collective Agreement and the EPMU also having a similar agreement we are looking to potentially a similar approach as we look at Airports. We will be meeting with our delegates and members covered under the various schedules to discuss.

MARINE BRIEFS



Port of Tauranga

The Port of Tauranga has sought tenders from interested parties to deepen and widen the shipping lanes inside and outside of the harbour to allow larger ships to enter the Port. A number of companies have approached the unions seeking advice on a number of issues, inclusive of Collective Agreements. At the time of going to press a Danish Company, Rohde Nielsen, has been awarded the contract. As no approach to date has been made by Rohde Nielsen as to the availability of New Zealand crew to man the dredge, the union has contacted Rohde Nielsen by email for all relevant information.

Port of Otago

Tauranga is not the only port intending to improve its access and egress. The Port of Otago have announced their intention to dredge the shipping lane into the port over the next two years. The company will use its own dredge increasing the crews so that a four on four off shift pattern can be worked. Changes to the present conditions of employment have been agreed and ratified by variation to the Collective Agreement.

Port of Taranaki

Agreement reached currently awaiting ratification.

Pacifica/Rakino

After a long process of negotiations the parties have concluded the Pacifica/Rakino negotiations for a new Collective Agreement. The offers have been put to membership and ratified. The key issues resolved are:

- ➔ Collective Modernised.
- ➔ Term - 1st July 2014 to 31st December 2016.
- ➔ The parties to the Agreement now include The China Navigation Company New Zealand.
- ➔ Change in the roster pattern from 2 on 2 off to 4 on 4 off.
- ➔ Change to the medical insurance provider.
- ➔ Increases backdated as follows 2.0% from the 1st July 2014, then increases of 1.5% on a six monthly basis the last one applying as at the 1st July 2016.

Golden Bay

Bargaining has been initiated, claims called for and bargaining commenced on 16th July 2015.

Golden Bay have indicated to the unions that they have decided to contract out their shipping requirements to Swire. For their part Swire has agreed to build a new ship to service Golden Bay's needs. In the meantime the present ship, with the aid of Pacifica, will service the cement needs for New Zealand.

Holcim

In addition to announcing the closure of the Cement Plant in the South Island, Holcim have served notice of their intention to reduce the number of vessels servicing New Zealand. Holcim will source its cement from Mitsubishi Materials Corporation and tendering for the sea freight is now underway. Work is almost complete on the Timaru Terminal and the commissioning of this terminal will be in late 2015. Work at the Auckland terminal is well underway with the initial driving of 245 piles almost completed.

Interislander

A number of changes have taken place at KiwiRail since the last newsletter. The company has undertaken an internal review and

restructure. The Chief Executive, Thomas Davies left and has been replaced by Peter Reidy. The change in structure will probably mean a different way in doing things. The unions have received a signal to the effect that the company is looking for an inclusive approach to doing business via High Performance Engagement. The AMEA National Secretary spoke at the KiwiRail leadership retreat on the pros and cons of an HPE approach.

The Collective bargaining has been completed and the assessors are presently reviewing the company's final offer.

TREVOR LEE

The latest member to be afforded Life Membership to the AMEA is Trevor Lee of Christchurch. Trevor was recently made redundant after 50 years employed at Air New Zealand. He trained as an Avionics Technician and in latter years acted as the Customer Support Engineer for the Christchurch Maintenance Base.



Trevor joined the Auckland Institute of Marine and Power Engineers in 1981. He served on the NZIMPE Council from 1982 to 1989 and he was the Chairman for six of those years. Trevor was also a Salaried Engineers union delegate for 10 years, with several years as senior delegate, and Chairman.

In 1989, Trevor first represented the AMEA at the Aviation Engineers International (AEI) conference. He has served on the AEI executive for 26 years and continues to represent our members at this important international forum. Trevor's elevation to life membership with the AMEA enables this to continue.

A recent AMEA Executive Meeting unanimously voted to bestow a life membership on Trevor in recognition of his work in support of the AMEA and its members.

The Association wishes Trevor and his family all the best in his retirement and wishes to thank him for his continuing support of members.

AIR NELSON – NEW COVERAGE.

At the AMEA Strategy Meeting this year (yes we do have them!), the Executive considered whether or not to accept Flight Attendants into membership with the AMEA. We had been approached by some flight attendants who were unhappy with their current union. Whilst we do not want to see employees non-unionised, the AMEA had to consider whether Flight Attendants are a good fit with our union and whether we have the resources to enter into another area at Air New Zealand where we don't have any expertise. Similarly, we have also been approached by current members who were transferring to Air Nelson or by EPMU members at Air Nelson unhappy with their representation.

The Strategy meeting decided that at this stage we will not offer membership to Flight Attendants. Our focus is to be in the Engineering area and ground support groups at Air New Zealand. Hence we have decided to seek coverage for our current members transferring to Air Nelson (now Regional Maintenance) and to offer an alternative to the 50% of Regional Maintenance employees who are non-unionised and hence on IEA's. Stepping into another unions area of coverage doesn't make for harmonious relations but we are not seeking to recruit their members.

If you are transferring to Regional Maintenance and wish to remain a member of the AMEA, please see your AMEA delegate or Union organiser.