

## WMWA MEMBER NEWS – FEBRUARY 2016

### **RIO orders wage freeze for Rio employees in 2016.**

At the start of the year Sam Walsh (CEO - Rio Tinto) emailed employees and outlined the challenges for the business in 2016. The email discussed the business priorities for 2016 and included details about a pay freeze for most employees in 2016. Mr Walsh's email to employees was widely reported in the media:

<http://www.australianmining.com.au/News/Rio-Tinto-CEO-cancels-pay-rises-in-2016>

Members and Rio employees understand the challenges the business faces in the current market and know 2016 will be another challenging year for the business. Whilst disappointed about the freeze members trust that this decision combined with the recent record production figures will eliminate the need for any large-scale job cuts this year.

Members acknowledge the fact that Mr Walsh communicated the decision early, personally and directly with all employees by email. At least members won't be subjected to months of uncertainty and rumours about their pay for 2016.

WMWA member Frank said, *"it's easy to announce a pay freeze when you get 10 mil a year like Sam. He gets some credit for being upfront about it and applying it to management as well. Its times like these you realise the real value of having union negotiated collective agreements that lock in your pay and conditions at work. I am looking forward to when we have one of these agreements in Pilbara in the not to distant future"*

### **Changes to Rios Alcohol and other drugs policy**

In January Rio announced changes to their Alcohol and other drugs policy. Previously employees who tested below 0.02 were given the chance of follow up test within 30 minutes to see if they were 0.00 and fit for work.

The change sees a simplified 0.00 blood alcohol level applied across the board. If your test registers anything above 0.00 you will be considered unfit for work. You should expect in this case to be removed from the workplace and appropriate arrangements made for transportation to your home or company provided accommodation.

WMWA and AWU Secretary Stephen Price said. *"Members and the Union's want the safest possible workplaces. Workers should understand that as a result of these changes, any positive test results will place their employment in jeopardy"*.

For more information about changes to the AOD policy contact your WMWA organiser

## A big year ahead for the WMWA

2016 is shaping up as another big year for WMWA members in the Pilbara. As membership continues to grow at all Rio sites, the Alliance has had many enquires about the member training sessions we ran in 2015 around “workplace rights and representation”.

These one-day sessions are conducted in Perth and the Pilbara. The sessions cover a wide range of things, like your industrial and safety rights at work. The current scheduled WMWA training dates for 2016 are

April 4<sup>th</sup> and 5<sup>th</sup> in Perth

April 6<sup>th</sup> and 7<sup>th</sup> in the Pilbara.

September 19<sup>th</sup> and 20<sup>th</sup> in Perth

September 21<sup>st</sup> and 22<sup>nd</sup> in the Pilbara.

We will also be running a number of site based lunch and learn sessions for members this year. If you want more information about member training or are interested in attending these training sessions please email [shane.roulstone@wmwa.org.au](mailto:shane.roulstone@wmwa.org.au) Courses can book out quickly so get in early.