



## **WMWA MEMBER NEWS APRIL 2016**

### **Redundancies and redeployments**

As members are aware 170 roles are being or have been cut from Rio's Pilbara operations - 80 operators / 70 maintainers / 20 coordinators. There will also be some roster changes, which will occur.

The WMWA has met with senior management on a number of occasions to discuss the details and ways to mitigate the number of redundancies, as well as reducing the adverse impacts on affected workers.

Your Union has been directly supporting 26 members through this process. We have been able to assist most members who wished to remain with the business to do so. We will continue to assist and provide individual members sensible professional advice on members lawful options.

### **Cranes Operators seek to negotiate a collective agreement**

Last year Rio Tinto made a number of changes to company policy that adversely impacted the take home pay and conditions of our members in Cranes & Transport. Rightfully members were unhappy with the changes and the lack of genuine consultation from the company.

After discussions with our members the WMWA wrote to the business and raised these concerns in detail.

Members decided they wanted a fair go with more security around their pay and employment conditions. The majority of Crane Operators are in support of the Union entering into bargaining with Rio to negotiate a collective agreement for crane operators in the Pilbara.

Last week the WMWA wrote to Rio management seeking formal discussions around bargaining for a Crane Operator's agreement.

**This is a significant step for all Rio workers in the Pilbara.**

Over the next few weeks the WMWA will undertake the necessary discussions and actions required to commence bargaining with Rio.

It is expected this is likely to involve some legal proceedings.

Members understand this process will take some time to work through.

There will be several meetings organised with members to provide updates on the bargaining process, details of these meetings will be provided directly to members.

If you have any questions please contact your local organiser directly.

### **National FIFO scheme review – announcement imminent**

Members who are part of the National FIFO scheme (Interstate FIFO) will be aware that Rio has been reviewing the scheme over the last 6 months. Reports are coming in from members who have been verbally informed by their managers that the scheme is about to cease.

Whilst there are many rumors about the outcome of the review no formal announcement has been made as yet.

The WMWA has meet with senior management to raise members concerns about any possible changes and will continue do so.

We have advised Rio that the Union will do what ever is required to ensure that our member's lawful rights are protected.

Members who are on the scheme should ensure they have a copy of their employment contract available. **If you don't have a copy contact HR - 1300 667703 and ask for a copy to be emailed to you ASAP.**

If your workmates are National FIFO employees you should encourage them to join the Union before any announcement is made. This will ensure we can assist them through the process.

Joining is easy – go to [www.wmwa.org.au](http://www.wmwa.org.au) and click on the join portal or contact your local organiser who's details can also be found on the website.

## **No place for Bullying**

Bullying is defined as repeated, unwanted and unreasonable behavior. It's nothing new, in fact it's probably been happening since man could talk maybe even before.

At some time in our lives we have all been bullied, been the bully or seen it happen to someone else.

It's a hot topic amongst schools and their students, there are programs run to teach kids that it's not ok to bully and if you see it happen report it. It's not such a hot topic in the workplace though is it? Despite statistics showing that 1 in 3 Australian workers will experience bullying in their workplace it is still a little spoken of topic.

Bullying can be aggressive (easily seen) shouting, physically threatening more often though it is passive (teasing, humiliation, rumors and gossip) either way the effects on the victim can be extreme and long lasting. All too often bullying goes unreported as victims and witnesses do not want to make the issue bigger for themselves and have little faith the issue will be resolved if it is reported.

Bullying is an issue that should always be taken seriously, if you are being bullied at work or know someone who is please call a WMWA Organiser to discuss what is happening and the options you have available to resolve the issue. No one should suffer in silence.

Further information on bullying and support services available can be found here – <http://au.reachout.com/bullying>

## May Day 2016

May Day is being celebrated on 1 May in Fremantle this year. It's a great chance to celebrate the achievements of workers and catch up with members from other sites. For further information about this any of the news articles contact your local organiser.



**In solidarity**

**Shane Roulstone & Andrew Smith**

**Pilbara Alliance Organisers**

**WMW**  
WESTERN MINE WORKERS'  
**ALLIANCE**

