

## **WMWA Member Receives Support with Bullying Complaint**

Paul a young WMWA member and tradesmen with Rio Tinto came to the Union for support and assistance with a workplace bullying issue he was going through. Being a young worker Paul had found it difficult to raise the issue at work or speak about it outside of the workplace, unfortunately this meant he had suffered alone before coming to his Union for assistance.

Paul and his Organiser sat down together to discuss what had been happening at work and put together a timeframe of the bullying he had been subject to. Together they worked on a formal letter of complaint, which Paul then lodged under Rio's Anti Harassment and Bullying Policy.

After Management and HR conducted an investigation into the complaint the bully was removed from the workplace and Paul was able to return to his job without the constant worry and stress that had previously made his time at work unpleasant to say the least.

*Paul said - "No one should have to go through what I did at work or outside of it. I was lucky as a member of the Union I was able to get the advice and support I required to resolve the issue. I urge anyone going through what I did to speak up and join your Union, they are there to help you get through your problems."*

If you or anyone you know is being bullied you don't need to suffer alone. Call your Union Organiser for assistance and support.

## **WMWA Out and About**

WMWA Organisers have been all over the inland Pilbara recently visiting members and interested workers at Hope Downs 1 & 4, West Angelas, Yandicoogina, The Brockman's, Paraburdoo and Tom Price.

Organisers have also conducted safety inspections at Hope Downs 4, Brockman and Yandicoogina after recent incidences where it was lucky no one was seriously hurt or worse.

We plan to be in Pannawonica visiting Mesa A & J this month before continuing our rounds again!

If you would like the WMWA to visit your site on a specific day and date get in touch with an Organiser and let them know.

## **STAND UP - SPEAK OUT - BACK UP - COME BACK HOME**

Over the past month the Union has received a significant increase in the number of safety related issues across all sites. As cost pressures are applied across the business many workers feel pressured to cut corners to meet targets.

Safety research clearly shows that as the number of minor safety incidents increase so does the likelihood of serious and fatal incidents.

It's at these times that it's really important that union members take the lead and Stand up and Speak Up about safety concerns at work. It's equally important that members back each other on safety issues.

The WMWA offers practical advice and onsite support to safety reps and members who have safety concerns. So far in June we have conducted 3 site safety inspections after members raised concerns with us. We have also raised members safety concerns directly with registered managers at 5 sites.

The Union regularly refers unresolved safety matters directly with the Department of Mines and Petroleum.

Safety is and always will be Union business. If you have a safety issue at work raise it with your supervisor and safety rep. If you're not satisfied with the response get the facts together and contact your local organiser for advice.

### **Workplace rights training - Monday 18 July in Perth**

Due to member demand the WMWA will be conducting a half-day training sessions for members in Perth on Monday 18 July in the afternoon. The session will cover things like your rights at work and the WA safety laws.

The session will take around 4 hours and provide you practical information to help you make your workplace fairer and safer. If you wish to attend please email Andrew - [andrew.smith@wmwa.org.au](mailto:andrew.smith@wmwa.org.au)

### **National FIFO scheme – good outcome**

After a number of meetings and discussions with Rio management we are pleased to inform members that NFIFO employees will have no significant adverse changes to there current arrangements.

The WMWA provides a strong and independent voice for members on thee issues that matter to them.

### **WMWA membership fee increase**

Most members should have received a letter regarding a fee increase if you want more info please contact your local organiser.