

## AUGUST NEWS

### Win for Members: Commute Flights – Rio reverses a decision to Cancel Carnarvon Flights

Earlier this year members contacted us to discuss reliability issues with flights from the regional towns of Geraldton and Carnarvon to Paraburdoo. Members took the initiative to begin a dialogue with their GM to discuss the matter as they did not feel there was much proactive communication nor transparency from management on the issue.

After initial discussions, Management stated that they would investigate the matter and seek to improve the reliability of the flight. A period of time after that, Rio management informed their Carnarvon flyers that they would be cancelling the flight altogether and that Geraldton flyers would have to move to FIFO on a Friday, an unsociable day to fly.

Understandably, this increased the concerns rather than alleviated them.

Prior to this stage of the process, the Union was providing support and advice to members but then adopted a more engaged representative stance owing to powers to consult with the company when major change is occurring. This consultation and representative power comes from the Mining Industry Award.

The Union began to ask more questions of management around Rio's position that it could not secure flights for Carnarvon flyers and raised the matter with the local state MP for Carnarvon, Vince Catania.

The decision to cancel the flight from Carnarvon would have a negative impact on the towns economy and would be in direct contradiction of Rio Tinto's obligations and public position that they support regional towns in WA.

After the matter was raised at State Parliament by Vince Catania. The Union made contact with the State Mining Minister Hon. Bill Johnstone MP to hold a meeting to discuss the issue.

Since the above, Rio Tinto have confirmed that they have now secured a direct flight from Carnarvon to Paraburdoo and are seeking employment from the town of Carnarvon to boost numbers on the flight. They also confirm that they are offering Geraldton flyers the opportunity to fly from Bolgeeda to Paraburdoo. Clearly, this is good news and a significant win particularly for those members in Carnarvon and the town itself with more job opportunities.

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What does the Union do for members? We keep Rio Tinto honest by questioning their decisions and exercising worker's legal right to consultation. We engage politicians to make sure that the company is acting in a manner that is not only good for members but also for regional towns and the WA economy.

Support the Union that is credible and a relevant force for every day workers of Rio Tinto. Join here [www.wmwa.org.au/join](http://www.wmwa.org.au/join)

### Pay In-equity & WMWA Survey

One of the key issues we discuss with members on the daily is the issue of pay inequity. As many of you reading this will know, Rio have all of their employees on Common Law Individual contracts, which means each employee can be paid a different rate and that is exactly what is happening in each crew across all departments in the Pilbara.

The first thing Rio will say is that they respect equality including pay equality and pay market rates, it is mentioned on their public page. However, the reality is that it simply is not the case. Rio discourage employees from speaking to each other about their pay as this can lead to disharmony and could lead to workers organising for change.

August into September, we will be surveying our members then the broader workforce on their pay. It will be a **confidential** survey so please do participate and encourage your co-workers to do the same. The larger amount of information we get the better and more accurate.

Once we get the base data we will analyse it and share it with our members, so that they understand exactly how they rank in their department and their role, with their experience, qualifications and age et cetera. Which should make for interesting discussions with their leaders at the back end of 2019.

This is a first stage effort to shed light in this dark area. So please do get involved, as this will feed into future actions and as such we are needing high participation with a good base of data.

When the survey is officially released you will receive an email and see the link on other communication channels.

Again, fill it out and share it with a friend, remind any of those who are your friends and want to be involved in the move on this key matter to join up here [www.wmwa.org.au/join](http://www.wmwa.org.au/join).

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