

Wages: Your delegates and organisers met with the company last Friday to further discuss the concerns raised about increases and how they are calculated. Jessica raised that the managers were advised to tell members in team meetings that the old band structure is no longer applicable when calculating increases, and there is a new way of communicating remuneration calculation. Delegates advised the company that this message has not been conveyed in meetings and there needs to be an email sent to all members outlining the process for increases. In the meeting it was acknowledged that remuneration is an issue and work is being done to address this with more information coming in March – which the timeframe for annual increases to be applied. Tiwai would not say how much the increases will be.

Staffing: The company is still in the process of employing and acknowledged that the time frame for new employees to come on is too long (as raised in our initial meeting). They have reviewed the process of employing and made some changes to speed this up, however it still takes around six weeks. They have acknowledged that members are tired and say they are actively trying to manage fatigue for members who are working extra hours.

Apprenticeship opportunities: The company advised the union that they have taken on five adult apprenticeships, which is great, however it was raised in our engagement meetings that some members have not been given the opportunity to start an apprenticeship due to having to be employed for two years before starting one. If you feel you have not been given this opportunity, please contact one of your delegates or an organiser so we can investigate this for you!

Member meetings on site: Your union raised the ability to access workers onsite, especially to engage about the work being undertaken as part of the Southland Just Transition process. A key part of worker participation and law is the right for union members to be able to access their union and for delegates to be released on pay to undertake their duties. E tū will send through some more information about union access and also some proposed times and dates for site meetings.

Global Union meeting with Rio Tinto: Every six months, unions who represent workers employed by Rio Tinto internationally attend a meeting with the national executive of the company. E tū delegates are meeting with the Australian miners union representatives this Thursday, who have agreed to raise the issues on your behalf that we are struggling to get resolved at a local level. The main issues raised will be remuneration, union access, and participation in the Southland Just Transition process. This opportunity will not only provide us with a wider support network, but also give us insight in to Rio Tinto internationally.

The meeting is scheduled for the end of this month we look forward to reporting back to everyone.

Southland Just Transitions: Your union is a member of Enduring Oversight Group for Southland Just Transitions. The group consists of representatives from Iwi, business, local government, central government, education institutes, and of course, unions. The group released a work plan earlier this month which you can find at: <https://southlandjusttransition.nz/>

As part of the streams that have been set up to deliver key projects, E tū is involved in the worker transitions stream and the green energy stream. Your delegates will be participating in these streams to ensure that workers voices and needs are considered when planning for new economic development opportunities. The intention will be to run a number of worker consultation meetings with workers alongside other key Southland stakeholders about the projects and opportunities identified in these work streams. Meetings for these streams will start later this month and early next month, with wider consultation happening in June. Some of the work we did in the worker engagement meetings late last year will form some of the priorities for the stream outcomes when looking at new opportunities.

Tiwai announcement to stay open: We did not receive a heads up about Rio Tinto's intention to keep operating, although given the current aluminium prices and the shift to more environmentally sound mining practises, we were not surprised about the announcement. However, we need to be mindful the Government has not said anything about power price negotiations. In discussion with members of the Enduring Oversight Group, we have agreed that we need to continue on with the Southland Just Transitions process. As your representative on this group, E tū organiser Anna Huffstutler has conveyed that if Tiwai stays we need to ensure a long term agreement that will provide improved terms and conditions for workers with a clear investment in our community, as well as securing the same for any new industry that decides to invest in Southland. **Our job is to get the best jobs!**

Union membership at Tiwai is growing.

Being union means Tiwai workers have a strong voice to fix issues and win decent jobs for the future.

Join E tū now and get involved!

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