

Your delegates and union reps have had another useful meeting with management. Here's the latest info!

Latest remuneration increases: Your union raised and sought clarification on the recent round of increases for workers at Tiwai. It was explained that there was a general increase of 2.4% using a variety of benchmark data that was not supplied to the union to review.

The Rio Tinto team at a higher level will continue to monitor the global economy and will revisit if there is a need to realign. At the meeting, it was conveyed to your union that Tiwai wishes to maintain being a mid-range market employer and believes that the total remuneration package for workers at Tiwai is still competitive. However, when questioned on what the base salary is without the extra allowances and so on, they didn't have any useful answers.

Tony raised on behalf of members and workers that Tiwai was the place to work in Southland, and a tier one employer. However, over the years, this has dropped and we felt strongly that Tiwai should revisit the remuneration. Tiwai should return to being the best employer in Southland with the superior terms and conditions that were previously offered (and that some of the longer term members have retained). Tony also raised the disappointment of the recent round of increases, given Rio Tinto's shareholder dividends.

Recruitment and retention: The closure announcement and onset of Covid has been challenging for Tiwai to manage. In respect to this, shift allowances have been increased to encourage current workers to pick up extra shifts with a view to closely monitor fatigue management. Tiwai are embarking on a targeted recruitment strategy to increase the workforce. All parties acknowledged that the closure timeframe makes it a challenge to attract workers. Owen had asked that Tiwai revisit how knowledge and skills are retained, with longer serving staff leaving and no clear handover plan which is causing issues.

STPS payment: Tony expressed our members' disappointment in the STPS payment calculation, which members felt was unfair given the challenges since the closure announcement. It was discovered that the calculation, which historically had been site-based, is now moderated through all Pacific Rio Tinto sites which could have lowered the average compared to last year's calculation and payment.



Tony O'Driscoll and other Southland E tū leaders at a full day union training about the Just Transition

Southland Just Transition: We talked about the six work streams that have been set up through Southland Just Transition: Green energy, worker transition, community, business transition, aquaculture and food, and fibre. We will be organising worker engagement opportunities around worker transition soon. Alongside our collaboration agreement partners Murihiku Regeneration, we have been in contact with Chris (Tiwai CE) to meet and discuss how we can best engage with workers to ensure your participation in these streams.

Meeting with Minister Megan Woods

We have organised a meeting with the Minister of Energy, so workers can have an opportunity to ask questions about the future of Tiwai, and the work that is being done through Southland Just Transition, to identify and support alternative economic opportunities.

Meeting details: 1 June, 8pm – 9pm

<https://parliamentnz.zoom.us/j/87879510478>

Meeting ID: 878 7951 0478

Password: 915284

If you need help joining the Zoom meeting, reach out to E tū organiser Anna Huffstutler on 027 209 7436.

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!

0800 1 UNION (0800 186 466)

support@etu.nz

www.etu.nz/join