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AVIATION & MARINE
ENGINEERS ASSOCIATION

NEWSLETTER OCT 2015

ANNUAL REPORT

1 JULY 2014 to 30 JUNE 2015

Jacqui Roberts,
National Secretary



Background

The Aviation and Marine Engineers Association is a Not for Profit Incorporated Society (union). As such we are legally bound by our rules to provide to each financial member a copy of our annual accounts, auditors' certificate and an annual report.

This is my fifth annual report since being elected to the role of National Secretary. I am extremely pleased with our financial position this year. We have made a large surplus which is mainly due to a confidential legal settlement from Air New Zealand.

FINANCIAL POSITION

Our annual accounts were presented to the Annual General Meeting on 6 October 2015 and accepted unanimously.

The 2014/2015 financial year was remarkable, in so far as, the accounts reflect a large surplus for the AMEA. This year, the Statement of Financial Performance (Schedule 2) shows a surplus after taxation of \$218,532.79.

This surplus was largely achieved from a confidential legal settlement with Air New Zealand. The settlement went some way to reimbursing the AMEA for the costs incurred over the legal case we won against Air New Zealand in 2013. The legal case was not cost neutral, even with the Line Maintenance Engineers voluntarily contributing \$300 each on top of their usual union fees to the legal costs. The amount of the settlement has been disclosed to the AMEA Executive.

Items of note in Schedule 2:

- The affiliation fee is lower than last year because the

International Transport Workers changed their invoicing date by one day which crossed over our financial reporting year.

- We held a two day training seminar for our delegates. This is accounted for under the Conference costs.
- Depreciation is down, which reflects the lower valuation and aging fleet of the AMEA's cars.
- Insurance costs have increased reportedly as a result of the Christchurch Earthquakes.
- Legal expenses/refund shows a surplus of \$111,119. This net amount is the legal fees reimbursement from Air New Zealand less actual legal costs for 2014/15.
- Loss on sale of assets of \$22,081 is as a result of a new accounting policy where assets of less than \$500 in value are written off the fixed asset schedule.
- We no longer pay a monthly rental for the photocopier. We are out of our lease and now pay per copy.
- AMEA staff received a 3% GWI in 2014 hence the increase in salaries.

Schedule 1 shows the Statement of Financial Position i.e. the AMEA's assets and liabilities. It shows that the AMEA has a total of \$949,036.61 in Accumulated Funds.

The AMEA holds its assets in the form of term deposits to ensure that we have ready access to cash should we require it. This last year we added \$237k to our term deposits to rebuild our "war chest".

The AMEA Executive's long term goal was to hold the equivalent of one year's subscriptions in our term deposits to ensure that we have the security to withstand any challenges to our future or to take on legal challenges should it be required. We have now achieved that goal and hence have a secure financial future.

MEMBERSHIP

Pleasingly, the membership has increased again. This past year the membership has increased to 2447.

Once again the area of biggest growth has been the Administration Division. This Division has increased by

MEETINGS

2015

General Meetings

Auckland

Tuesday 1st December 2015
Tuesday 2nd February 2016
Tuesday 1st March 2016

63 members. The Administration Division primarily covers members who are non-engineers and who work for Air New Zealand in support roles. The new members have primarily come from Air New Zealand: ADP and Auckland International Airport.

Our Engineers and Managers Division has reduced by 13 members who have either retired or resigned.

Remember if you are promoted into a manager's role, you are welcome to remain a member of the AMEA. The Employer doesn't need to be informed that you belong to the AMEA, especially if you are told that belonging to a union is career limiting! Belonging to the AMEA provides you with some employment insurance should you ever need us.

The table below indicates an increase of 36 members compared to the same period last year.

MEMBERSHIP	JUNE 2014	JUNE 2015
FLIGHT ENGINEERS	2	2
ADMINISTRATION	370	433
MANAGERS	121	108
SALARIED ENGINEERS	525	530
AVIATION TECHNICIANS	829	821
MARINE	306	302
INDUSTRIAL	226	221
FLIGHT PLANNERS	30	27
LIFE MEMBERS	2	3
TOTAL	2411	2447

EXECUTIVE COMMITTEE

President:	Steve Bovaird (President)
Vice-President:	John Stickley (Vice President)
National Secretary:	Jacqui Roberts
Trevor Williamson	John Robinson
Ross Gosling	Tony Tronson
Tim Rogers	Dave Rowe
Lisa Prinsloo	Sandra Henderson
Tom Duncan	Murray Painton
Ian Cox	Mohammed Suliman
John Fraser	David Bainbridge-Smith
Jason Lilley	

The Executive Committee is comprised of the President, Vice President, National Secretary and the Chair and Vice Chair from each of the AMEA's active Divisions.

MEETINGS

The AMEA has continued to hold monthly General Meetings in Auckland. Once again, this year, we have been struggling to get quorums of 7 members attending these meetings. The General Meetings are held on the first Tuesday of every month except January. Dates of meetings are announced in the AMEA Newsletter.

We have also held 4 Executive Meetings and an AGM during the year.

TEAM AMEA

The AMEA team has remained stable again this past year.

Nicolette Carrington –

Finance and Office Manager

Nicolette is employed on a part-time basis and works school hours in the Finance and Office Manager role. Nicolette is your initial point of contact in the AMEA office and she will answer any membership queries you may have.



Nicolette has been with us over a year now and has fitted in well. She has dragged us into the 21st century by making use of online services in the Finance area.

Nicolette completed the end of year accounts this year, earning her high praise from the auditor. "Nicolette is great!" We agree.

Penny Dillimore -

National Organiser

Penny represents members from Air New Zealand employed in the Ground Staff, Team Managers, Airports and Flight Planners Collective Agreements. She also organises members at Emirates and the Christchurch Engine Centre but is willing to lend a hand in any area when asked.

This past year Penny has continued to be involved in High Performance Engagement both at an Air New Zealand leadership level and at the Airports. While this has at times been frustrating for Penny, it has also had its rewards watching our members and delegates take on leadership roles within the workplace and succeed with Penny's support.



Stan Renwick - National Organiser

Stan continued to have the primary responsibility for the Marine Division. He also organises the Industrial and Air New Zealand ATA Divisions which he shares geographically with Bob Brough. While these are Stan's allocated work areas, Stan is happy to work



anywhere and often pops up where he thinks he can be of assistance. Sometimes with some fatherly advice but always with a story or two!

Stan is a traditional or even an "old fashioned unionist". You know where you stand with Stan. He is honest and upfront and despite one employer's assertion, he certainly isn't a "tub thumper"!



Stan Renwick and Bob Brough on the job!

Bob Brough – National Organiser

Bob is responsible organising our South Island sites. This includes such sites as Airways, Silver Ferns Farms, Alliance, Christchurch City Council, Air New Zealand etc. Bob is based in Christchurch and spends considerable time on the road working out of his car. We are planning to get Bob a land based office in Christchurch in the New Year.

Bob has been with the AMEA for 3 years now and says we are the best union he has ever worked for! Bob is keen and enthusiastic. Due to his geographical location he works independently but he is also a key member of the AMEA team with plenty to contribute. Bob may not be an "old fashioned Organiser" or a "tub thumper" but he is always keen to engage directly with an employer on behalf of members. Bob is persistent and articulate which results in good outcomes for the members.

AMEA is 25!!!

It has been 25 years since the New Zealand Association of Marine and Power Engineers (now known as the AMEA) separated from the New Zealand Institute of Marine and Power Engineers. We are celebrating this event at 4.30pm on 1 December 2015 at our new offices in Ellerslie. All members and past members are welcome to attend.

If you wish to be a part of this event please RSVP to Nicolette union@amea.co.nz.

We will also celebrate 25 years of the AMEA in Christchurch on 15 December. Venue and time to be arranged.



Steve Bovaird



John Stickley

Steve Bovaird and **John Stickley** have been reelected unopposed for another further term of 2 years as President and Vice President respectively. Jacqui Roberts is the current elected National Secretary.

There were two changes to the Executive during the year when Lisa Prinsloo replaced Tania Lee as one of the Administration representatives and Tony Tronson replaced Craig Campbell as the Engineers and Managers representative. My thanks to Tania and Craig for their input into the management of the AMEA. As part of the AMEA family, I know that they will continue to assist us in varying capacities in the future.

The Executive Committee is responsible for the good governance of the AMEA within the objectives set out in the rules. As evidenced by the financial accounts, the Executive Committee has continued to provide the AMEA with good governance thus ensuring the continued viability of the AMEA.

I would like to record my appreciation of Steve, John and the Executive Committee for the dedication and support that they give to the AMEA year on year to make your union a success.

I especially want to mention Ross Gosling (Air New Zealand) who has been on the Executive Committee for too many years to count! This past year Ross volunteered to represent the AMEA Executive on the Air New Zealand HPE Leadership Team and HPE Working Party. Attendance at these meetings is essential for the governance of HPE in Air New Zealand. Thank you for attending these meetings Ross.

Conclusion

Overall, we have achieved some great results this year. The AMEA continues to go from strength to strength year after year. Thank you to everyone who has made this possible. From the Executive, to you the members, we all have a part to play in the success of the AMEA.

We appreciate that you have a choice of unions – thank you for choosing the AMEA!

NEWS BRIEFS ...



MARINE BRIEFS

Port Taranaki – 2 year term. Year 1 2.687% plus CPI for Year 2.

Port of Otago Dredge Agreement – engineers dredging rates now the equivalent of tug engineers pay plus an additional week's holiday.

Port of Tauranga – in bargaining

Golden Bay – Initiated. Currently in dispute over technical redundancy clause. Further meetings have been scheduled.

Interislander – 2 year term. 4 incremental movements of 2% on a six monthly basis.

Van Ord – settlement out for ratification. 2 year term at 2.5% and 2.5% GWI.

Offshore MECA – bargaining initiated.

Merchant Navy Day

In recent years the AMEA has attended and laid a wreath at the Merchant Navy Day national commemoration at the National War Memorial in Wellington. This year's ceremony was on 3 September in the Hall of Memories, Wellington. The AMEA was represented by our Executive member, John Fraser. The wreath below reads "The AMEA remembers and salutes the courage of unsung fallen Engineers of our Merchant Service".



INDUSTRIAL BRIEFS

Affco – bargaining initiated and claims called for. Presently awaiting dates to commence bargaining.

Alliance – Initial offer rejected by members. Dates to recommence bargaining are still to be agreed.

Watercare Rosedale - Bargaining has commenced.

Silver Fern Farms

- **Pareora** - One day bargaining has been completed where the company tabled an offer which will be presented at a report back meeting.

- **Finegand** bargaining is 15 October.



AVIATION BRIEFS

Airways - Initiated bargaining.

Claims meeting set to commence on 21 October.

Air New Zealand

- Gas Turbines ATA – 2 year term.

A rollover for 2% and 2% on wages and allowances

- Team Managers – bargaining initiated.

- Ground Staff – bargaining underway.

This has been complicated by 10 out of 22 Holiday Stores potentially being sold to helloworld and the employees asked to transfer across to the new employer.

Christmas Shut Down

The AMEA office is closed from midday 23 December until 11 January 2016.

For urgent matters please contact the National Secretary on 021 776 676

