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AVIATION & MARINE
ENGINEERS ASSOCIATION

NEWSLETTER October 2016

ANNUAL REPORT

1 JULY 2015 to 30 JUNE 2016

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 report, annual accounts, and auditors' report. If you want more details than provided or have any questions regarding the accounts please contact the AMEA Office.

The annual report is a time for reflection and also for looking to the future. While money is the focus in the annual accounts (it is a legal necessity), it should not be the AMEA's primary focus. It should be secondary to meeting our goals and objectives. However, one always needs to be in a stable financial position in order to focus on our goals and objectives. It's a catch-22.

Our primary focus is and always has been looking after our members to the best of our ability. A strong financial position means that the AMEA doesn't need to increase members' fees. We can make the best decisions for our members without being constrained by an empty bank account or worrying about being taken over or looking to amalgamate with other unions.

ANNUAL ACCOUNTS

Our annual accounts were presented to the Annual General Meeting on 4 October 2016 and accepted unanimously. Tim England has again been appointed as our auditor for 2016/ 2017 financial year and Murray Painton, Steve Bovaird and Ross Gosling appointed as Trustees of the AMEA.

Statement of Financial Performance

The 2015/2016 Statement of Financial Performance reflects the cash movements of the AMEA. This year it shows a surplus after taxation of \$45,567. While our financial goal is to break even, I was pleasantly surprised by this surplus given that the AMEA:

- Moved our office from central Auckland to Ellerslie, incurring moving costs.
- Incurred costs of reprinting our stationery with our new contact details and rebranding.
- Had increased costs for our building rent.
- Opened an office in Christchurch in the new Trade Union Centre. The rent account includes the very reasonable rent for the new office. We have also bought 842 shares in the Trade Union Centre Building.
- Held a two day training seminar combined with a 25 year anniversary dinner (see Conference Account).
- Defended an Employment Authority application by Holcim in Wellington. These costs are partly reflected in the legal account which also includes legal costs for our Auckland building lease in Ellerslie.
- Received \$10,000 less in income due to the reduction in the interest rates we are earning on our term deposits.

Statement of Financial Position

The Statement of Financial Position i.e. the AMEA's assets and liabilities it shows that the AMEA has a total of \$940,944 in Accumulated Funds.

The AMEA holds its assets in the form of cash and term deposits to ensure that we have ready access to cash should we require it for legal proceedings or if we lose a significant amount of income we can self-fund from our reserves for one year of operations. This past year we added over \$70k to our term deposits. Our cash reserves now total \$967,097.

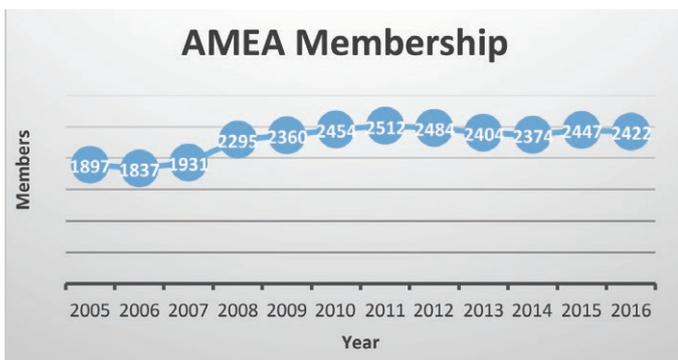
MEMBERSHIP

Total AMEA membership is now at 2422 which is a decrease of 25 members from last year. The numbers reflect the decision of Air New Zealand to outsource Wide Body Heavy Maintenance overseas. This has resulted in redundancies for our Aviation Technicians Division. The Marine Division has seen the return of Marine Engineers from Australia when the work dried up in Western Australia. The Industrial Division decrease is as a result of Silver Fern Farm members in Pareora opting for Individual Employment Agreements. This result is disappointing given the work that the AMEA put in establishing the Salaried Collective Agreement at Pareora and the individual representation members have received over the years.

The Salaried Division has increased due to more members in Airways and also the recruitment of members at Air New Zealand prior to the rollover of the Salaried Group Collective Agreement.

MEMBERSHIP	JUNE 2016	JUNE 2015
FLIGHT ENGINEERS	2	2
ADMINISTRATION	426	433
MANAGERS	111	108
SALARIED ENGINEERS	538	530
AVIATION TECHNICIANS	806	821
MARINE	312	302
INDUSTRIAL	192	221
FLIGHT PLANNERS	32	27
LIFE MEMBERS	3	3
Total	2422	2447

The table above shows a decrease of 25 members compared to the same period last year but the graph below shows that from year to year we are holding our own.



MEETINGS

The AMEA has continued to hold monthly General Meetings in Auckland. Once again, this past 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.

AMEA STAFF

I am pleased to report that there has been no change to the AMEA staff again this year.

The AMEA team has remained stable again this past year.

Nicolette Carrington continues in her part-time role as Finance and Office Manager. Nicolette is the first port of call for your membership and subscription fee questions.

Penny Dillimore, Stan Renwick and Bob Brough also continue as National Organisers. Penny and Stan are based in Auckland with me, while Bob is in the Christchurch office.

The AMEA is fortunate to have such a dedicated and hardworking team.

EXECUTIVE COMMITTEE 2015 / 2016

President: Steve Bovaird

Vice-President: John Stickley

National Secretary: Jacqui Roberts

Ross Gosling Tony Tronson

Trevor Williamson Greg McIntyre

Lisa Prinsloo Sandra Henderson

Wayne Hutchinson Murray Painton

Ian Cox Paul Neave / Stephen Lee

John Fraser David Bainbridge-Smith

Dave Rowe John Robinson

Jason Lilley

There were two changes to the Executive during the year. Tim Rogers (ATA) who stood aside to be replaced by Greg McIntyre and Mohammed Suliman (Flight Planners) who is replaced by Paul Neave and Stephen Lee, who will alternate. My thanks to Tim and Suli for their input into the management of the AMEA. As members of the AMEA they are continuing to assist us in varying capacities.

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.

Conclusion

The AMEA's 25 year anniversary last year was a time to celebrate. It was a tribute to those founding fathers, who set the AMEA up, grew it and now continue to consolidate our membership and solid financial base.

The AMEA continues to go from strength to strength year after year. Thank you to everyone who has made this possible. We all deserve a pat on the back!

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



LIFE MEMBERS

In 2016, three members have been accepted as AMEA Life Members: **John Welch** and **Gerald Wade** from the ATA and **Richard Darlow** from the Marine Division. John and Gerry who are affectionately known as AH1 and AH2 were instrumental in forming the Aircraft Technicians Association (ATA) and afterwards were very active union delegates for the Line Maintenance members. Richard Darlow has kindly provided us with a bio and photo below (for those who don't recognise him)!

Richard Darlow

I have been active in the Institute of Marine & Power Engineers Inc. since 1978 and becoming Wellington Branch President in 1987.

Up to the enactment of the Labour Relations Act by the Labour Government in 1987 the Institute had represented members and negotiated enforceable agreements with employers, the new legislation deprived the Institute of the right to have access to the Industrial Court to enforce its agreements rendering it ineffective as an industrial organisation.

I was on the Council of the Institute which established and registered a Trade Union under the new Act, The NZ ASSOCIATION of MARINE, AVIATION & POWER ENGINEERS Inc. was registered on 9 February 1990.

My initial position was as Chairman of the Marine Division and member of the Executive Committee.

From 1992 until 2002 I was National President and closely associated with John Bainbridge in the operation and management of the Association. I relieved John as Secretary when he was seconded to the International Transport Workers Federation (ITF) in London.

The bulk of my service to the Union was carried out unpaid but it became a major part of my life. I was privileged to have been involved in the wider Union movement, enjoyed the interaction with members and employers and learned a hell of a lot.

I retired from work with the Association at the beginning of 2003 and travelled overseas working back at sea in the UK, USA and for the past ten years in Australia. Since the oil price collapse work has also dried up and I have been able to retire and concentrate on more important activities.

I wish to thank Jacqui and the Executive for making me a Life Member and wish the Association well for the future.



Richard Darlow.

NEWS BRIEFS ...



MARINE BRIEFS

MARINE

Over the past 12-18 months there has been a steady increase in the number of unemployed Marine Engineers. This in the main has been due to the downturn in the "Off Shore Industries" here in New Zealand and in Australia. In addition there has been an increase in AIP's (Agreement in Principle) being sought by employers through the Ministry of Business, Innovation and Employment (MBIE). An AIP is an exception that allows an employer to man chartered vessels with non-New Zealand residents.

Prior to the downturn in work and when there was a shortage of trained maritime labour in New Zealand, the unions would attempt to fill vacant positions before agreeing that there was no labour available and allowing the progress of the AIP.

However, the current practice by MBIE is that they no longer seek advice from the unions, rather they inform the Maritime Unions that an employer is chartering a vessel and is seeking an AIP to bring in foreign crew. They then ask the unions if there are any known concerns regarding the company or vessel named in the AIP.

Job vacancies in New Zealand, should be filled by New Zealand residents and not sourced by AIP applications. There are significant numbers of unemployed marine engineers seeking work and when the AMEA notifies these members of job vacancies the employer seeking labour is "swamped" with applications.

On more than one occasion the AMEA has challenged MBIE on the suitability of granting an AIP but to no avail. It would appear that rather than seeking advice from the unions on the availability of mariners to undertake such work, MBIE for the sake of expediency will grant an AIP.

One of the important tenets of the Ministry is to provide New Zealand residents with job opportunities. The question is when will they start living up to this obligation?

The AMEA would appreciate some support from marine engineers to raise this issue with your local MPs. It probably is the only way to get some action!

China Navigation

Negotiations have been initiated and there have been a number of meetings held with the Company. The AMEA has drafted an agreement based on the Holcim and Golden Bay Agreements.

Golden Bay

Ratified: Year 1- 2% increase on salaries and allowances.
Year 2- 2% increase on salaries and allowances.

The selection process of Engineers to transfer to China Navigation has been concluded. Unfortunately two of the engineers weren't selected to transfer to China Navigation. The union is presently negotiating with Golden Bay for alternatives for those officers not selected.

Holcim

The interpretation of the redundancy selection process in the Collective Agreement was challenged by Holcim at the Employment Relations Authority in Wellington. Unfortunately the Guild and the AMEA were not successful and as a result, Holcim has made 4 engineers redundant. 3 on a voluntary basis and 1 on the basis of "last on first off".

There are still some outstanding issues regarding the calculation of redundancy payments.

Bargaining has been initiated claims have been called for and there are two dates proposed to commence Bargaining.

Silver Fern Shipping

Bargaining has been initiated and negotiations have been completed with a final offer being tabled for settlement. We will be balloting members on the offer.

Strait Shipping

Bargaining has been initiated and one negotiation day has been completed. The parties are reviewing their relative positions.

Port of Tauranga

Ratified: Year 1- 1.6% increase on salaries and allowances backdated.
Year 2- 2% increase on salaries and allowances.

In addition to the term and salary increases a new non-taxable allowance has been developed for future employees.

Eastlands Group Ltd

A new site based in Gisborne. The AMEA, NZMSG, and MUNZ initiated and have completed the negotiations for a new Collective Agreement. The offer will be taken out for ratification.

North Tugz

A new site based in Whangarei. Bargaining has been initiated, a draft agreement drawn up, and one day's negotiations under our belt.

Port of Auckland

Agreement in principle. Agreement to be ratified.

Centre Port Wellington

Bargaining has been initiated and claims called for.

Merchant Navy Day



3 September is the anniversary of the sinking of the first Merchant Navy ship after the start of World War II in 1939. It is now recognised as Merchant Navy Day. Merchant Navy Day honours several thousand New Zealand seafarers who served in both world wars and who mostly sailed under the British red ensign.

As in past years the AMEA was invited to attend the national commemoration at the National War Memorial in Wellington. The AMEA was ably represented by our Executive member, John Fraser.



INDUSTRIAL BRIEFS

AFFCO

There is still no settlement at AFFCO. The combined unions have met with the employer on at least 3 separate occasions, with a mediator present, to resolve outstanding issues. At the last meeting the employer upped the ante by asking for a two-year agreement rather than one year and then asked the unions to sign a protocol that required unions to pass by the company any statements referring to the Talley Group or AFFCO. The unions are currently considering seeking Facilitation to resolve what has now become a mission impossible.

Watercare Services (Trades)

The technicians and now the calibration personnel have joined the AMEA. The Company has agreed to extend the coverage of the CA to include the two new work classifications and also to extend the Mangere Agreement to become a regional agreement. This extension opens up a number of avenues to increase the membership on the North Shore and Waitakere. We meet again on the 6th October.

Ballance Mount Manganui

Negotiations have been completed and ratification is underway.

Christchurch City Council Wastewater Plant

Asbestos has been found in gaskets and gasket material which was provided by a long term supplier. The company is in the process of testing all employees for exposure.

Ravensdown

Ballot out. 1% GWI on wages and allowances plus 30 cent per hour increase in non-taxable tool allowance.

Silver Fern Farms

Initiated bargaining for Finegand and Pareora Salaried Groups



Airways

- In the Terms of Settlement for the Collective Agreement (CA) we agreed to form a working party to review the current wording in the Collective Agreement. The aim is to future proof the CA. It was due to commence in June but is delayed and will now commence in October.
- The Company is consulting with us regarding a relocation of the Electrical engineers and Technicians to a new Wellington location in Tacy Street.

Christchurch Engine Centre

We are in the process of ratifying the ATA Collective Agreement which includes some technical wording changes to tidy up the Collective Agreement.

Emirates

Still no agreement for a new Collective Agreement. Mediation using an independent mediator failed to get a result. Mediation with MBIE is set down for 11 October.

Air New Zealand

Flight Planners

The Flight Planners agreed to approach the bargaining for the renewal of their CA using Interest Based Bargaining as opposed to the traditional submission of claims and a series of concessions as each party tried to win.

With a leap of faith from the Delegates and some foundation training around the principles of High Performance Engagement (HPE) and Interest Based Problem Solving (IBPS) a collaborative group of union and company employees meet over a series of days facilitated by an external facilitator Karl Perry. This approach gave the group an opportunity to better understand what the key interests were. They were surprised that many of these interests were shared.

Whilst bargaining is usually focused on achieving GWI increases and term, the group was more focused on fixing some of the long standing issues that were not directly linked to pay and addressing some of the engagement issues the employees had. It was agreed that these couldn't be fixed in a 2-day session, resulting in a detailed MOU for work to completed using HPE principles.

The outcome of the bargaining was a

- 2% GWI for each year of the two year term and

- commitment to agree on a protocol for Job Sharing that will be established and trialled to include in the Collective Agreement at the next renewal
- review of rostering and applying for leave.



Left to right Suzanne Thimbleby, (Manager)
Paul Neave (Flight Planning delegate)
Stephen Lee (Flight Planning delegate) Kym Amiatu (Manager)

Airports

We have working parties looking at the Competency Matrix for all roles and skills across all Ports with Mereana Wynyard the AMEA Co Lead for this HPE Working Party. Shortly another HPE group will be starting to look at part-time hours across the Airports.

Ground Staff

Load Control and Crew Control

Have also been actively embracing HPE and IBPS to review their position descriptions, the structure and the way they work. With both teams recently briefed the wider work group with their progress and next steps they are ensuring all are brought along and kept well informed.

It was really encouraging to see that the position description for Load Control that was worked on collaboratively was well received by all parties who felt it really captured what they do and more importantly recognised how they work. Work is now underway to complete the sizing of this role.

Cleaning

At Auckland International Airport, have recently completed stage 2 of their HPE initiative looking at how wide body aircraft can be cleaned more productively as well as ensuring an improved standard of the clean. The team also designed and created a truck rotation pool of drivers and re-engineered the truck set up which has had an immediate effect of the engagement of the teams. Miituaine Tapora, as the AMEA Co Lead on stage 2, is now preparing for the next and most challenging stage of the project as they design their structure.

MEETINGS

2016

General Meetings

Auckland

Tuesday 1st November 2016

Tuesday 6th December 2016

MEETINGS

2017

General Meetings

Auckland

Tuesday 7th February 2017



AVIATION BRIEFS



It was a sad day for us all when our cleaning delegate, Josephine Panga (bottom right), resigned from Air New Zealand. Josephine was instrumental in motivating the cleaners at Auckland International Airport to join the AMEA. Josephine has been a staunch and vocal advocate of the AMEA's for many years. We wish you every happiness.

The **Contact Centre** and **Tandem Travel** have recently designed a new incentive scheme which was accepted by variation. This was done collaboratively with E Tū and the company. This again came out of our bargaining last year where it was agreed we could solve the problem at the table but we would use Interest Based Problem Solving to address it. The result is a creative, achievable and sustainable incentive scheme that rewards the sales achieved in this area.

Engineering and Maintenance

Christchurch Market Competitiveness HPE Project

An HPE project was set up with the aim of making the Christchurch Narrow Body Heavy Maintenance business long term commercially viable. While the HPE team has done some excellent work, there has been a lack of communication with the employees in Christchurch. There was a consensus proposal put out for consultation, this has not been signed off by the union sponsors.

The project team is regrouping to consider feedback and where to from here.

Salaried Group

Ratified: Year 1- 2% increase on salaries and allowances.

Year 2- 2% increase on salaries and allowances.

Three HPE Working Parties to be commenced to review salaries and wages for the Salaried Engineers, Clerical and Classified Officers.

Barry Lamont and Tom Parrish were volunteered to become union reps for the Salaried Engineers in Auckland E&M! Thanks guys. We are looking forward to working with you both.

Aircraft Workers

Scully Ale has been elected to represent the Cleaners in the Auckland Hangar. Scully was previously a union rep at AKLI. Thanks Scully.

Due to the new shift patterns we are still looking for more ATA reps in the Auckland Hangar. If you know anyone please let us know.

Line Maintenance Auckland

An Interest Based Problem Solving approach is being used to resolve the issue of the HIT team being used to cover transit work every Mon-Thurs mornings.

Gas Turbines Salaried

Ratified: Year 1- 2% increase on salaries and allowances.

Year 2- 2% increase on salaries and allowances.

Regional Maintenance

- Finally the AMEA RML Collective Agreement has been signed and also a variation for a new roster pattern ratified!
- An HPE working party was used to bid for Air Nelson and Mt Cook turbo prop work in Auckland. This involved participants from E&M and Regional Maintenance Management, E Tū and AMEA from Auckland, Nelson, Hamilton and Christchurch. Thanks to Mark Jeffrey (Line Auckland) Buncie (RML Nelson) and Chris Burton (Light Christchurch) for representing the AMEA. The outcome from the RFP bids is not known yet.



Penny and Buncie unwinding after a particularly stressful day.

Christmas Shut Down

The AMEA office is closed from midday 23rd December until 9th January 2017. For urgent matters during this time please contact Penny Dillimore 021 747443.