

# Industrial Report

August 2018



**AMOU**

Australian Maritime  
Officers Union

# TABLE OF CONTENTS

|  |           |
|--|-----------|
| <b>PRESIDENT'S REPORT</b> .....                    | <b>1</b>  |
| <b>EXECUTIVE OFFICERS REPORT</b> .....             | <b>4</b>  |
| <b>INDUSTRIAL REPORTS – GLENN ANDERSON</b> .....   | <b>7</b>  |
| <b>INDUSTRIAL REPORTS – JARROD MORAN</b> .....     | <b>10</b> |
| <b>INDUSTRIAL REPORTS – CHRIS NEIBERDING</b> ..... | <b>15</b> |

**Date:** 28<sup>th</sup> August 2018

**Locations:** **EASTERN AREA:**

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**SOUTHERN AREA:**

Institute Chambers, 22 Divett Street, Port Adelaide, SA 5015

**WESTERN AREA:**

Navy Club Inc., 64 High Street, FREMANTLE WA 6160

# PRESIDENT'S REPORT

## President's Report

Dear Members

Welcome to the August 2018 Industrial Report and my President's Report.

### **Coastal Trading (Revitalising Australian Shipping) Amendment Bill 2017**

As it has been said before the year is passing us by at an alarming pace not too dissimilar to the escalation of the Coastal Shipping Bill on the House or Reps listings. The bill was brought on and first discussed in the lower house in last September's sitting and passed the lower house after several AMOU friendly politicians spoke against the proposed bill. Unfortunately, the white boat cruise sector and lobbyists' arguments stole the limelight which just shows that the current government clearly does not have any understanding of shipping and the fact that as an island nation we need a vibrant coastal shipping industry for numerous and obvious reasons.

The current bill just like the previous Ministers for Infrastructure and Transport's Bills, Truss's in 2015, Chester's in 2017 and now McCormack's, all had nothing in them for Australian Officers, seafarers and ship owners. They were all about stripping the coast of Australians and opening it up to the world under the so-called need for competition. Given the coalition has the numbers in the lower house it was always likely as recent history has shown, that the Bill would pass the lower house and that we would be calling on those within the Senate, in particular the cross benchers, to ensure the bill is blocked. Everything took a back seat as another leadership spill took place, which is becoming increasingly frustrating and embarrassing for the Australian public now. The upside, if there is such a thing in these circumstances is that this piece of legislation may not resurface.

Our *Don't Abandon Australian Shipping* campaign was stepped up again in recent weeks in social media aimed specifically at politicians and their staff in Canberra for the sitting weeks. We will again be calling on members to become engaged and to lobby their Senators in the near future to write to them and discuss the implications this Bill in its current state has for their constituents.

### **Eastern Area Secretary resignation and election**

Richard Barnes has resigned his position on the Executive Council as Eastern Area Secretary given his relocation from the east to the west coast of Australia, making him no longer eligible to hold the position within the union.

Richard has been an employee of the union in the past and has served the membership with great dedication as the Eastern Area Secretary. I'm sure this decision didn't come easy for Richard given his passion for the union and its

# PRESIDENT'S REPORT

membership. I would personally like to wish him all the best in his position and hope that he and Jill enjoy their new life in Western Australia.

The Executive Council has unanimously endorsed calling an election to fill this position. Although the union's rules allow the council to appoint someone eligible into the position given the current period remaining in the electoral term, it was considered that for transparency that an open democratic election by the members was the most appropriate process.

Election details will be circulated to the Eastern Area Membership in the not too distant future in accordance with the union's rules and the electoral provisions in the Fair Work (Registered Organisations) Act. The election is being conducted by the Australian Electoral Commission.

## **Staff appointments and interviews**

We have welcomed Kerry Wennersten to the AMOU into the position of Administrator. Kerry not only offers assistance and cover for Office Manager Liz Jenkins for the day-to-day financial and membership management functions of the union, she brings her own skillset which includes website development and updating as well as editing and formatting publications.

We have been conducting interviews up and down the East coast for a Sydney-based Industrial Officer and have appointed Marty McEvilly to the position. Marty will commence employment on 17<sup>th</sup> September. He is a solicitor with a recent background in the finance sector, so he will bring a new perspective to the position, the AMOU and the industry. We had a limited number of candidates apply from Queensland and WA and have re-advertised specifically for a Brisbane-based Organiser and a Fremantle-based Industrial Officer. Any members interested in applying for these positions should send a covering letter and their CV to Mark, [mark@amou.com.au](mailto:mark@amou.com.au). Applications are open until 14<sup>th</sup> September.

## **Nautilus Federation of Australia**

In recent weeks Mark Davis, Martin Byrne (AIMPE President), Ian McAllister (AIMPE Federal Treasurer) and myself have met as the NFA Operations Committee, the group steering the way forward for the federation and the strategic cooperation of both unions in the best interests of the memberships.

Items discussed jointly were as follows;

- Signing of the MOU between both unions for co-locations
- Signing a lease agreement for the Surry Hills property

## PRESIDENT'S REPORT

- Plans and timetable for relocation of the AMOU National and Eastern Area office to AIMPE's National office in Surry Hills
- Staff utilization, legal options for possible staff sharing arrangements
- Joint lobbying in Canberra and throughout industry
- Joint campaigns for coastal shipping legislation and reforms

As I have said above, and, in the past, the year is flying by and the daily struggle the membership faces doesn't change or diminish. Myself, the Executive Council, Mark and the staff are all well aware of this and we are working together as a united group striving to improve and rebuild a new AMOU for today's and future members. Your support is much appreciated.

As always Stay Safe



Tim Higgs

President

## Executive Officers Report

### MARK DAVIS

*Executive Officer (Sydney)*

#### **ASP - Rio Tinto Vessels**

The draft Enterprise Agreement (EA) promulgated by the company highlighting new and proposed changes to provisions has been circulated to members. Members have been asked to contact the delegates or me directly if they have any concerns or proposals relevant to the provisions highlighted. Once the membership consultation process is completed we will be in a position to recommence negotiations with ASP to work towards concluding a new EA. Unfortunately, I have not been able to visit the ships in Gladstone, but Nathan Niven from the Institute has been authorised to talk to AMOU members and has visited vessels and fed back the views of AMOU members to me.

#### **ASP – TT Line**

I have managed to visit both *SPOT I* and *SPOT II* in the naval dockyard in Sydney and the feedback from the members regarding the proposed EA has been invaluable. We are now in a position to recommend the settlement to the membership when it goes out to ballot which should be imminent. The nominal expiry date of the proposed agreement being 31 July 2019.

When the company sends out the documentation you will be able to track the changes made, follow a link to the Seagoing Award and request ASPSM policies and procedures which are all referenced in the EA. If anyone has any queries you are to contact Phil Jones or me. There will be a 7-day ‘access period’ after which you will be emailed a Survey Monkey ballot with a specific date including times, on which you are to vote. If for any reason members on board the vessels are unable to access their email you may conduct a ballot on board, on or after the date provided and forward the result to me at [mark@amou.com.au](mailto:mark@amou.com.au)

#### **Harbour City Ferries**

The three unions are displaying a very united approach in this set of negotiations which are happening at a very significant time with the 22<sup>nd</sup> August issue by Transport for NSW of a competitive tender “inviting new ideas” for the operation of the Sydney ferry service. Strangely the annual percentage increases and backpay are not contentious issues and the main sticking point is the impact that the vessels chartered in to the operation are having in undermining HCF pay and conditions and how the lower rates being paid by HCF are effectively subsidising the purchase of new tonnage by the owners of the charter ferries which will be entered into service in competition with HCF. One of the other more contentious issues, the indemnity clause was the subject of a specific meeting

# EXECUTIVE OFFICERS REPORT

between AMOU and HCF and acceptable wording has been negotiated. At the time of writing the next meeting involving a short lineout is Monday 27<sup>th</sup> August.

## **Landbridge Infrastructure (Darwin) Pilots**

Negotiations are continuing productively but the meeting schedule may be interrupted by the unsuccessful ballot to vote up the Darwin Port Operations EA. The main sticking points for the Pilots are the substance to the retention strategy, an indemnity clause and options regarding vehicles. There is some reliance on uniformity with common provisions across the port, which is the reasoning behind getting the DPO EA boxed off first.

## **Port Authority of NSW – Port Kembla Pilots’ EA**

Negotiations for the renewal of this EA started back in March and with the latest formal discussions having taken place on 23<sup>rd</sup> and 24<sup>th</sup> August and the EA still not having been settled, the delegates (and even me after only two days) are frustrated and undergoing EA fatigue. 7<sup>th</sup> September has been fixed for talks to reconvene to try to knock over the main issue of how we agree to represent the time-in-lieu and the functioning roster in an enforceable form outside the confines of the EA. With the central issues not having been settled there is still a raft of secondary claims from both sides still on the table that hopefully will fall into place fairly swiftly if the main ones do.

## **TeeKay Shipping**

### **Ocean Protector**

TeeKay Shipping has advised that it wants us to look at a similar agreement to *Coral Knight* and *Sycamore* for *Ocean Protector*. We now have a delegate and one of the ship’s skippers has gone through the *Sycamore* EA with me to get a decent understanding of it so we will be ready to go when the company is. Jarrod will be looking after the negotiations for this vessel.

## **Dampier Spirit**

Negotiations for the tanker EA are due to take place in the AMOU Sydney Office on 24<sup>th</sup> September. We have delegates available from both swings, so representation will not be a problem.

## **Lowlands Brilliance and Mariloula**

The dry cargo vessel EA renegotiation is set down for 31<sup>st</sup> August again in the Sydney Office.

# EXECUTIVE OFFICERS REPORT

## **Ningaloo Vision**

Somewhat strangely the company is seeking an early renegotiation of this EA, which is not due to expire until 30<sup>th</sup> June 2019. Clearly with the current workload an EA with this much left in its term is not a high priority for renegotiation.



## Industrial Reports – Glenn Anderson

*Organiser (Fremantle)/Offshore Oil & Gas Delegate*

### **Darwin Port Operations**

The Darwin Port Operations Enterprise Agreement which was put out to ballot has been voted down by 41 to 31. The issues which convinced a majority of the employees that the deal was not worth voting for are fairly clear. The next move is now with the port operating company Landbridge Infrastructure Pty Ltd.

### **Bunbury Pilots**

EA talks seem to have ground to halt. Southern Ports have not replied to my latest request for information.

### **Ship visits**

Unfortunately, due to my present workload I have been unable to carry out any ship visits during the past month. However, my impending visit to Karratha will give me the opportunity to re-start that program.

### **OSM Employment Agreement**

On 13<sup>th</sup> August I met with an OSM manager and consultant. A small amount of progress was made: things like the Consultative Committee *shall meet* instead of *will meet* were ironed out. Another part changed was the ability for the employer to stymie the progression of a workplace dispute from the lower level of Fair Work Commission mediation and conciliation, to the higher level of arbitration. The next stage is for the union to consult with the members.

### **Toll Greenfields Employment Agreement**

Significant progress has been made with this agreement. Toll intends to bring down a newbuild PSV from China. Rumour has it an anchor handler could follow soon after. There is still a fair way to go with this EA, but I hope to reach a conclusion in the next couple of weeks.

### **Dynamic Positioning**

The following information has been provided by one of our members. Although I would urge members to support and attend the AMC facility in Tasmania or the DP facility in WA I can fully appreciate the financial position some of you may find yourselves.

## INDUSTRIAL REPORTS – GLENN ANDERSON

The below links are for the Kongsberg DP Sea Time Reduction (STR) Course in Gdynia - Poland.

*“This is where I went for my DP STR course last year, it was good quality and very affordable. And the course is done in English. I found it on the list of NI approved DP training centres. It cost around \$2,200 for the DP Advanced & \$2,800 for the Sea Time Reduction course. The training centre also provides lunch. Compared with approximately \$5,500 at Farstad or AMC. All prices above in \$AUD. In total, flights (with Qantas), 7 nights’ accommodation at the Mercure Gdynia, and all meals included, was still cheaper than flying to Perth or Launceston to do it there.”*

<http://www.morska.edu.pl/en/page/252/enrollments-for-dp-courses>

### **Overseas contacts:**

For those members who are willing to work outside Australia, I have a list of companies involved in the international oil & gas industry. I cannot vouch for the standing of any of these companies, but for someone desperate for DP time or just work, it may help. Contact me and I will send the information.

### **INPEX**

The Mid-Year INPEX/Unions meeting took place in Sydney on 17<sup>th</sup> August. I expect the AMOU Executive Officer Mark Davis will refer to this meeting in his part of this Industrial Report. In the West I am due to meet with two INPEX representatives in the first week of September. The often talked about INPEX sponsored DP training will get a mention as well as the AMOU dispute over the manning level on board the GO Marine offshore vessel *Go Koi*.

### **MMA/INPEX**

Late last month I attended an INPEX meeting, along with MUA officials, in relation to the dispute concerning the specialist status of MMA vessels *Brewster* and *Plover*. These purpose-built PSV’s are equipped with around one hundred and thirty chemical tanks. The fact of regularly carrying hazardous chemicals together with the increased workload the sheer number of tanks will generate must place a major workload upon ship’s personnel.

Unfortunately, the EDSPDPA Conciliator has now decided that the wording of the EA and the nature of the operation does not warrant a special payment.

### **Svitzer Tugs: Fremantle**

The three unions have now selected their employee representatives to take part in the Svitzer/unions joint tug crew “Roster Ghosting Study” where the issue of possible worker fatigue will be calculated based upon a particular number of tug crews being available to operate the Svitzer tug fleet in Fremantle and Kwinana. The study is based on a roster involving the total number of crews of 14, 15 & 16. Over a period the existing 16 tug crews will record

their hours of work and rest. Those figures will then be used to calculate whether the Svitzer tug operation can operate safely with either 14,16 or 17 crews. It may well be the case that the number of tug crews would need to increase to 17, in the interests of worker fatigue prevention.

### **Svitzer Lines Boats, Kwinana.**

MUA/AMOU EA negotiations are continuing, although they now appear to be bogged down over the issue of permanency. The entire unionised workforce supports the principle of permanency. Apart from that issue, all parties are reasonably close to finalizing the agreement.

### **King Bay Tugs (KBMS), Dampier**

KBMS wrote in reply to the AMOU-submitted log of claims and a written response has gone back to KBMS. The parties are a long way apart on many claims. The company is employing what could easily be described as scare tactics, however I believe they have underestimated the will of this unionised workforce. The second round of negotiations will take place in Karratha on 30<sup>th</sup> & 31<sup>st</sup> August.

### **Members Financial Status**

As members may well know part of my work description is to carry out ship visits, during those visits I meet up with both financial and un-financial Masters and Deck Officers. Fortunately, I am meeting less and less of non-members and un-financial members as the word is now out that the AMOU has transformed itself into an organisation which services and respects its members.

We understand why there is still a number of members that are un-financial, and we also understand that there are issues that officers would like to see the AMOU pursue on their behalf. If officers have relevant issues that they would like to see pursued by the AMOU, a prerequisite is that you are financial. If you have been alienated by the union in the past, we are prepared to waive any arrears of fees and make a new start, but we ask that you pay your subscription at the correct level and by direct debit in order to reduce administration. Also, it is helpful to ensure that we have a critical mass when arguing issues on behalf of members so the maximum number of members backing a claim gives strength and solidarity to the union. Any opportunity to convince non-member officers to join or re-join is appreciated by the union and by fellow members; after all the union is its members.

## INDUSTRIAL REPORTS – Jarrod Moran

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### *Industrial Officer (Melbourne)*

#### **Svitzer - Adelaide**

##### **POPs**

The AMOU/AIMPE Trial Adelaide POPs are currently in place (as agreed in the Fair Work Commission). Following the trial of our POPs the MUA POPs will be trialed and following that a vote of all crew will take place with the most supported POPs to be implemented around Christmas.

#### **Unfair Dismissal – Marcus Paparella - Statement from Mark Davis Executive Officer**

*“After 3 days of hearings and out-of-session negotiation in the Fair Work Commission over 13<sup>th</sup>, 14<sup>th</sup> and 15<sup>th</sup> August 2018, Marcus and Svitzer arrived a settlement that both parties are happy with.*

*In accepting the offer of settlement Marcus agreed to discontinue his unfair dismissal action.*

*Marcus worked for Svitzer and its predecessor companies in South Australia for 28 years. For the past decade Marcus has been an AMOU delegate in Port Adelaide. My personal view is that Marcus has discharged his responsibilities as delegate admirably and has always sought to advance the position of the union before his own interest.*

*Marcus led the campaign against the excessive hours members were expected to work in Port Adelaide and willingly put himself forward as a spokesperson for the AMOU and other Svitzer crew in arbitration proceedings in the Fair Work Commission. Despite having been dismissed, Marcus was adamant that he appears and be cross-examined on his evidence in the Commission. His evidence was central to the success of the Union in the matter.*

*Marcus’s dismissal in March was a shock to us but we resolved that we would do all we could to get Marcus a just outcome.*

*Marcus is a great loss for our membership in Port Adelaide.*

*On behalf of the Executive of the AMOU and all members I wish Marcus all the best for the future.”*

#### **Port Pirie**

Draft Port Pirie POPs from Svitzer are currently being considered by members.

# INDUSTRIAL REPORTS – JARROD MORAN

## **Melbourne**

Melbourne POPs are being developed and meetings have occurred between local management and the 3 maritime unions. Significant issues include the number of permanent crews and how orders are received. Lack of availability of some participants has proven a barrier to setting meeting dates. The next meeting is set down for Tuesday 4<sup>th</sup> September.

## **WesternPort**

The Fair Work Commission recently arbitrated our dispute with Svitzer regarding the company's decision to deduct leave from weekend days where members were rostered on but did not attend for work. The Commission decision was handed down on 9<sup>th</sup> August 2018. The Commission overwhelmingly found in favour of the 3 maritime unions in this matter. In its decision the Commission said:

*“I am satisfied, in conclusion, that the existing POPs at Western Port are to be interpreted and applied as the Unions contend, and accordingly all weekend days when crew are advised on the Friday tape to take leave and turn to Monday are to be deemed as leave days. Those days are also considered to be predictable leave days. Conversely, all weekend days when crew are not directed to take leave on the Friday 1300 tape are to be deemed as duty days, regardless of towage.”*

## **TasPorts Tugs**

Members have been seeking to renegotiate their expired EA with TasPorts for many months. The AIMPE settled on a new deal with 2% p.a. wage increases and AMOU members are seeking the same outcome (to consolidate the current terms and conditions of the expired EA while time is allowed for a new document to be developed). TasPorts advised all employees at a mass meeting on 24<sup>th</sup> June 2018 that it was concerned about new players, such as Engage Marine, coming into the Tasmanian tug market and flagged that the crews based in the north of the State could be combined. No further detail was supplied to members than this. The AMOU has requested EA meetings asap and has indicated that no discussion on restructuring will occur before the EA discussion is complete. TasPorts has not met with us since that time and has programmed a meeting for Monday 3<sup>rd</sup> September 2018 in Launceston.

## **Serco**

Negotiations took place from 7<sup>th</sup> to 10<sup>th</sup> August 2018 to replace the Serco (DMS Maritime) EA. The current EA, which is due to expire in December, is the second EA we have had with Serco (DMS Maritime) which has brought together the Howard-era Australian Workplace Agreements (AWA's). The AWA's had varied terms and conditions between members doing the same or similar work and as such the current EA has many anomalies. While the combined log of claims from the 3 maritime unions seeks to sort out these anomalies but keeping the current structure of the EA and clarifying things that are unclear, Serco is seeking a total re-write of the document. Serco has presented revised terms and conditions and wage rates. These matters are being considered by members. Serco has also proposed reducing the current 60 plus classifications to 10-15 classifications. An audit of

## INDUSTRIAL REPORTS – JARROD MORAN

qualifications of members is currently being undertaken to see exactly where members fit into the structure proposed by Serco. AMOU members are represented in the discussions by a delegate from Western Australia and a delegate from New South Wales.

### **Port Lincoln Tugs**

Negotiations between the 3 maritime unions and PLT continue on a replacement EA. The current wages offer from PLT involves increases of 1%, 1%, 1.5% and 1.5% over a 4-year agreement.

### **VICT**

It seems that VICT has picked up a number of new contracts and advised the AMOU on 27<sup>th</sup> July that it would be seeking to employ an additional 15 casuals. Members have concerns about the current rostering, fatigue and applicable pay rates. A meeting between management and delegates is being arranged to discuss these issues.

### **DP World Superintendents**

After many months of seeking to start negotiations with DP World about an agreement for their Superintendent employees without success, the AMOU made a Majority Support Application in the FWC to seek to get DP World to the table. DP World agreed immediately before the Commission hearing to a series of meetings in terminals in Melbourne, Sydney and Brisbane to ascertain the main issues of members. These meetings occurred in the second to last week in July.

The meetings have reinforced to members that while some issues such as communication structures and delegation etc. can be raised and rectified at a local level the threshold issues of hours of work, overtime entitlements and on-call arrangements need a nationally consistent standard that is best achieved through an EA. No positive development has happened since the initial meetings with DP World and we have asked the FWC to again hear our Majority Support Application. This will take place on Tuesday 28<sup>th</sup> August 2018 in Sydney.

### **Flinders Ports**

#### **Pilots**

Negotiations for the Flinders Ports Pilots replacement agreement have concluded and we are currently in the process of drafting a replacement agreement. Flinders Ports have offered wage increases of 3.5%, 3.5%, 3% or CPI whichever is higher and 3% or CPI whichever is higher. Members consider a 4-year agreement is too long and will settle for a 2-year deal with 3.5% annual wage increases.

## **Flinders Ports & Flinders Ports Marine Services**

This part of the Flinders Ports business covers members including those employed as launch masters, VTS, in-hydro survey and clerical positions. This is a joint agreement with the MUA. Negotiations for a replacement EA continue with the majority of issues for the AMOU membership satisfied except the annual wage increases with the current offer from Flinders Ports being CPI. Meetings continue.

## **Flinders Adelaide Container Terminal (FACT)**

AMOU Stevedoring Supervisors at FACT are concerned about their roster and fatigue issues. These matters have dominated discussions for the replacement FACT EA. We are waiting on a revised offer from FACT to settle this matter which was due at the time of writing.

## **Searoad Shipping**

A 12-month EA with a pay rise was voted up by members some time ago but has been stuck in the approval processes of the Fair Work Commission and has yet to be ratified. By the time it gets through the Commission it will be time to put another document to the members. Searoad will be represented in the next round of negotiations by Maritime Industry Australia Ltd (MIAL). MIAL indicated last month that it would respond to a list of issues raised previously by members before negotiations start. This response has not been received yet.

## **Gippsland Ports**

With the help of the Fair Work Commission ‘in principle’ agreement was reached between the 3 maritime unions and Gippsland Ports on a replacement agreement on 21<sup>st</sup> August 2018. Gippsland Ports has offered a 4-year term with wage increases of 3% each year. The new Gippsland Ports dredger *Tommy Norton* will be included under the EA and will have minimum manning of 6 crew. Below is a photo of the vessel alongside at Lake’s Entrance.

## INDUSTRIAL REPORTS – JARROD MORAN





## INDUSTRIAL REPORTS – Chris Neiberding

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### *Industrial Officer (Sydney)*

#### **Svitzer Darwin**

Last week the AMOU and AIMPE started on the Svitzer Darwin EBA and POPS. Both unions agreed that we would not proceed with EBA negotiations until the current manning and POPS are sorted out.

The unions put forward crewing numbers and trigger points for each increase in crew in line with the implementation of INPEX project. The company is currently seeking approval by head office for the unions' position. Once agreed we will happily proceed with the EBA.

#### **Svitzer Sydney**

Svitzer has informed the AMOU that the Port Authority of NSW has now issued a towage licence for Port Jackson and Port Botany. The licence will include captivity of a least one tug in both ports with firefighting capability. Currently the unions are working on dates to meet with Svitzer to work out the detail. The AMOU has already told Svitzer that the licence will have to be provided at the meeting.

#### **MSQ**

##### **Marine Officers**

A lot of the last meeting was spent going over logs of claims and getting an understanding of what is happening in local areas: home garaging of cars is one particular issue that seems to be different in each area but not the only one. One cause for concern for unions is having position descriptions inserted into the EBA. MSQ is not keen to have any PDs in the EBA which means with the changing nature of the job over the next few years the role could change, MSQ assert that the role has had minimal changes. We are still seeking clarification on the 150 hours and will hopefully have more information in the next report.

##### **VTSO**

MSQ is currently developing a clause that will set out how VTSO will progress through the pay points and also how those that have been on one particular level since the last EBA will move up. We are also waiting for more information on the practical training in the port which were both on the AMOU and MSQ log of claims.

##### **Brisbane Ferries**

The AMOU and the MUA met with the company to discuss the EBA. We made some progress on securing entitlements for crew. Together we agreed to:

- Annual leave increase from 17.5% to 20%.
- Casual loading from 23% to 25%.
- Public holiday not worked not rostered paid 7.6 hours to full-timers only (same as current).
- Public holiday rostered, not worked 7.6 hours paid to full-timers and PPTs

## INDUSTRIAL REPORTS – CHRIS NEIBERDING

- Public holiday worked paid 2.5x all day and guaranteed 7.6 hours at 2.5x (was 4x after 7.6 and paid up to 7.6 at single time).
- Xmas 3x for all hours worked. Minimum 4 hours. Paid up to 7.6 hours at single time (was 4x after 7.6 and paid up to 7.6 at single time).
- Part-timers are guaranteed 15 hours on an agreed pattern of work (was zero hours guaranteed).

Keep in mind that nothing is agreed until everything is agreed to. At the end of the negotiations, crew will need to look at the whole EBA before voting it in or out.

The company has offered 'Masters' WPI for year one and two, plus 5.8% for year three. Under their proposal the CSOs and deckhands will get moved to 2.4 and deckhands on 2.4 will get \$900 for the first year and WPI for year two and three. Year 4 has not been discussed.

### **TasPorts Pilots**

The AMOU has written to TasPorts seeking the NERR be issued so we can start the EBA negotiations, TasPorts to date has not responded and unfortunately this is further damaging the relationship between the parties. We are also currently in dispute regarding leave matters in the North West.

### **TasPorts EBA**

For members wondering what is going on with the TasPorts EBA, it has been lodged with the FWC and we are all waiting for its approval so it can be implemented. This is not within the AMOU's control and it seems the FWC has a backlog of EBAs to process.

### **Manly Fast Ferries**

Manly Fast Ferries officer EBA is up for renegotiation. The AMOU has notified the company that we will be a representative at the bargaining table and we not await the NERR.

### **Quicksilver**

The AMOU has put a notice out to members to vote NO on the Quicksilver EA. As we suspected once the parties and the unions came to an impasse, the company put the agreement to ballot. We believe the vote will be close and await the outcome.

### **ProDive**

The AMOU is currently talking with delegates and getting a log of claims together for the agreement which expires later this year.

## **Stradbroke Ferries EA**

The first meeting was held on 16<sup>th</sup> August. The unions will issue a joint log of claims at the next meeting set for the 28<sup>th</sup> August.

## **Seaswift**

The AMOU understand Seaswift is trying to delay the vote on the EBA, this is beyond frustrating as not only have all 3 unions agreed an in-principle agreement with the company but we have also taken it to the FWC to seek clarification on whether we should wait until the award review takes place and then look at rewriting the EBA to accommodate any changes. This is simply stalling. DP Asbury at the time even told Seaswift representatives to put the EBA out to ballot.

The AMOU recommend members vote YES once the ballot is put out, by voting yes members will secure.

- Even time roster
- Study leave
- Fares and Travel
- Medicals
- Annual Leave

Some of these conditions members may already enjoy however once the EBA is voted on and successful they will then be locked in.

## **Newcastle Ferries**

Ferry Masters are awaiting the pay increase and back pay negotiated in the recent EBA. The AMOU has been chasing up the company and have assured they will be in the next pay it seems that this was an oversight while there was a change in management.

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