



AUSTRALIAN MARITIME OFFICERS UNION

ABN 56 181 230 800

July 2018

INDUSTRIAL MONTHLY MEETING REPORT

Date: 31st July 2018

Locations: **EASTERN AREA:**

AMOU, Suite 1, Level 5, 377 Sussex St, SYDNEY NSW 2000

SOUTHERN AREA:

Victoria Trades Hall Council, 4th Floor, 54 Victoria Street, CARLTON SOUTH VIC 3053

WESTERN AREA:

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

Contents

PRESIDENT'S REPORT	2
EXECUTIVE OFFICER'S REPORT	3
INDUSTRIAL REPORTS.....	4
Glenn Andersen.....	4
Jarrod Moran.....	5
Chris Neiberding.....	7
Meghann Papa	9

PRESIDENT'S REPORT

Dear Members

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

Annual General Meetings

As you will all see, the AGMs held throughout the country were much better attended than last year and the resolutions were passed with a considerable majority on aggregate. Whilst still not exactly sparkling statistics, the quorum is 50 members and in 2017 this was only marginally exceeded.

AGM location	Meeting date	No. of members	Votes for resolutions	Votes against resolutions
Adelaide	27 th June	5	5	0
Cairns	28 th June	7	7	0
Darwin	28 th June	5	5	0
Fremantle	27 th June	11	11	0
Geraldton	27 th June	11	11	0
Gladstone	28 th June	4	4	0
Launceston	27 th June	12	0	12
Melbourne	27 th June	2	0	2
Newcastle	28 th June	7	7	0
Sunshine Coast	27 th June	6	6	0
Sydney	27 th June	10	10	0
Votes cast		80	66	14

Svitzer National Summit

At the Summit of the three unions and company representatives held on 4th July management opened the meeting by expressing its determination to rebuild the relationship between the parties and noted a change of approach since June. The company is trying to prove that it wants to do things differently and that getting resolution in workplaces is eminently possible "when we work together". The mantra is now "discuss listen collaborate" and the example of the Adelaide POPS was presented as a success story of how things can work when the workers formulate the roster. This is indeed a measure of success, but it was motivated by a Fair Work Commission victory for the AMOU and we can ask whether it would have happened without that legal catalyst. This is not to say that the company has not changed its mindset and there has certainly been a noticeably less adversarial and more conciliatory approach to settling the more entrenched POPs issues such as those in Brisbane, Fremantle and Western Port. We are not there yet and there is still a list of unresolved issues such as the multiple leave request issues in Newcastle that require addressing but we are optimistic that a corner has been turned. The departure of a number of senior management members and their replacement with largely unknown quantities means that we will need to continue to be vigilant.

INPEX

Glenn has now formally replaced Dan Pearson as an AMOU representative for the purposes of arguing cases under the alternative disputes procedure... the long-winded EDSPDPA. There are several issues presently required to be argued in front of the arbitrator that Glenn will report upon in due course. The formal mid-year meeting of all of the parties to the EDSPDPA is due to take place in Sydney on 17th August. There are two AMOU INPEX training proposals that are presently stalled and for which we are awaiting some developments in order to implement. The preliminary steps to the DP training scheme previously reported are ready to go in most respects except that there is some conjecture whether AMC Search is

committed to maintaining its accreditation to provide DP training. This means that contingency plans need to be formulated either way and this is the source of the delay in getting the independent expressions of interest process started. The other training plan is for cadets and this is likely to be finalised soon. All of the costings have been done so there is a dollar value attached to the scheme.

Industrial Officers

We are sadly bidding farewell to Meghann Papa at the end of this week. Meghann has decided to seek a change and on behalf of all of the members, the Executive Council and the staff we sincerely wish Meghann every success wherever she goes. Her personality and voice will be much missed in the Sydney Office. The process is well underway with the scheduling of interviews for industrial staff to be based in Brisbane, Fremantle, Melbourne and Sydney. The principle of staff sharing has been debated by the Executive Council and is presently being explored with AIMPE but there is plenty of water yet to flow under the bridge before this can become a reality. The plain fact is that the membership requires representation and to achieve this we need AMOU boots on the ground. It is therefore difficult to fit this concept into the timeframe and the matrix we are dealing with now.

As always Stay Safe



Tim Higgs
President

EXECUTIVE OFFICER'S REPORT

Mark Davis
Executive Officer (Sydney)

Svitzer Australia National Summit

ASP – Rio Tinto vessels

We have received an updated copy of the EA highlighting new and proposed provisions and will be consulting the delegates and getting together with the company to work towards a settlement as soon as possible.

ASP – TT Line

As above we also have a progress draft EA for the TT Line vessels. ASP management is due to visit one of the *SPOTs* on Monday 30th July to have a chat with the officers about the state of play. I have been invited to visit the *SPOT* in drydock either on 1st or 2nd August but have not yet received confirmation of which day. I'm looking forward to catching up with the members and having a chat about the EA negotiations.

Gippsland Ports

This set of negotiations has been dragging on for a very long time much to the frustration of the membership. A Fair Work Commission conference has been scheduled for 21st August in Bairnsdale of all of the unions as well as GP management to try to progress the outstanding issues. Most of the issues involve the manning and operation of the dredger the *Tommy Norton*. I had intended to look after these negotiations myself but my workload has meant I've had to delegate it to Jarrod Moran who will be in touch with the members once I've forwarded him the briefing material.

Landbridge Infrastructure (Darwin) Pilots

The main reason for the delay in this EA has been the management team prioritising the more complex Darwin Port Operations (DPO) EA. These DPO negotiations involved representatives from AMOU, MUA (Division of CFMMEU), AMWU and numerous employee bargaining representatives. In this respect the

Pilots negotiation are much less unwieldy. Glenn will report that the DPO negotiations have reached a settlement so the way is now clear to reconvene the Pilots talks. Substantial progress has been made to date and there is a willingness on both sides to address the crucial issue of retention of Pilots in the port.

Toll Supervisors

Jan's statement in May Industrial report that "*The parties have agreed that we will rollover the Supervisor's Shipping Agreement for 12 months while the terminal issues are resolved for the new ships*" is **not** correct. Apologies for this. We've been in contact with one of our Toll Supervisor members and the Supervisors will be compiling a log of claims for a full renegotiation of the EA. Management has also signalled that they have EA issues to address.

Ocean Protector

Teekay has taken over this contract from DOF and has advised us that it wants to implement the same terms and conditions as those applying to *MATV Sycamore* and has requested that this is the subject of a *greenfields* agreement. This will not now happen as the officers have been appointed and have undergone some familiarisation. This means we will be making contact with the members attached to the vessel to establish the approach that they would like to take to the negotiation of their EA, which will then allow us to contact the company with some direction.

Victoria International Container Terminal (VICT)

Jarrold has taken over this portfolio from Jan and he and Tim have had a site meeting with the members to come to grips with the issues that need to be fixed up. These are mentioned in Jarrold's report. My role representing members in VICT is confined to defending attacks on the terminal by the MUA Division and the International Transport Workers' Federation (ITF). The MUA Division has asked the ITF to declare VICT a '*port of convenience*' (POC), alleging that the company's EA undermines conditions which counterpart employees of other stevedoring industry employees enjoy. A substantial problem is that VICT is so high-tech that there are no equivalents in less automated terminals. AMOU is a party to the VICT EA and we are happy to defend it. Strangely the MUA Division is also a party to the very EA it is so vehemently criticising. We have sent the ITF a lengthy rebuttal of these criticisms. It is difficult to assess the impact of a declaration as a POC but it is part of the MUA Division strategy in driving a campaign against VICT parent company ICTSI. What began life as a focus on MUA getting traction in VICT is now focussed on dockers conditions in Indonesia, Madagascar and PNG; because it was politically unsustainable maintaining the original focus with another ITF affiliate... us, having high density membership in the terminal. Anyway, if VICT becomes a POC it will be largely due to the ITF president being Division secretary Paddy Crumlin rather than the merits of the case made.

INDUSTRIAL REPORTS

Glenn Andersen

Organiser (Fremantle)/Offshore Oil & Gas Delegate

Darwin Ports

The enterprise agreement for Darwin Port Operations has been settled. The three unions involved: AMOU AMWU and MUA have settled with Landbridge Infrastructure, the Chinese owners of the Port of Darwin. These negotiations started earlier in the year with Darwin Ports attempting to weaken the rights of their employees to resist wholesale changes to workplace practices and to deny access to a fair & just dispute procedure; well as fair as one can expect from the so-called Fair Work Act. They tried to achieve this by inserting the words "The parties may agree" into one of the dispute resolution steps. What this means is if one of the parties disagrees then the dispute goes no further, it stops right there. No prizes for guessing who pulls the disagreement trigger most of the time. If your agreement has those words in its Disputes

Procedure clause then one thing is certain: your company wants to strangle the life out of any dispute you may have with the company.

The wins for employees include four years of what will be above CPI wage increases, a steady increase to superannuation rates, which will produce a level of 12% superannuation just before the document expires in 2022. The significant part of the combined union's superannuation claim was to remove a port whereupon hours of overtime worked attracted nil superannuation contribution. Those hours of overtime were not only vital to operational requirements, but for the employees made up a significant part of their weekly wage. Thousands of Australian wage earners are being ripped-off in this fashion, now that figure is slightly less. Good outcomes surrounding redundancy, union training, leave (including armed services leave), and domestic violence leave, were achieved. A modest wage increase to the Harbour Control Officers recognised added traffic controllers duties, that small victory has importance into the future. We never fully succeeded with our vessel master's indemnity claim and had to make do with new rights to consultation and input in regard to the Safety Management Systems (SMS) onboard the pilot boats.

Right at the start the Port Company claim was to remove all management and supervisory positions from the scope of the agreement, which would probably have left those people seeking individual agreements. As the lonely reality of that precarious situation became more and more apparent, suddenly those managers and supervisors began to feel much more comfort in being protected by the combined unions agreement. It may not mean they will part with any of the money the unions won for them by actually joining a union. Maybe all we will get by way of thanks are the handshakes and hugs they freely gave out afterwards. Who said there is no such thing as a free lunch?

Ship visits

Another visit to the *NWS Sanderling* and a first to the *NWS Snipe* were completed this month. These visits were backed-up by personal emails requesting expressions of interest to represent Trident AMOU members at Consultative Committee meetings. So far the feedback is less than enthusiastic. Just keep in mind, the results achieved through members being actively involved is always reflected in the end gains. The other week I visited the *SEA TRIUMPH*, which was laid-up at the BAE berth at Henderson, after carrying-out some ship repairs and in order to save on crewing costs GO MARINE decided to down-man the vessel until the expected offshore contract was signed. What they did was to shrink the crew down to a master, two engineers and three IR's. In my opinion another deck officer should have remained onboard, the fact GO MARINE discarded the deck officer is just another example of the low value this company places on Australian Masters and Officers. On the positive side this contract has put compulsory redundancies just that bit further into the future, hopefully to disappear. Also, I managed a visit to the *MMA Brewster* in Darwin following the settlement of the Darwin Ports EA.

SIEM Offshore/OSM Employment Agreement

OSM presented me a completed agreement, and not a log of claims. In light of that fact together with an increased workload I have delayed meeting with OSM.

Consultative Committee meeting representatives

Some weeks ago emails requesting expressions of interest were sent from Head Office to members employed by a number of offshore companies, the result was underwhelming. Some members I contacted deny any receipt of the email. I will now be sending follow-up emails.

INPEX

After meeting INPEX representatives in Perth, last Tuesday I have now been confirmed as a nominated representative of the AMOU for the EDSPDPA, or INPEX disputes procedure. We discussed the INPEX training assistance program, and to be honest it does not appear to be all that it promised, or what we imagined it to be. I will be meeting with the INPEX representatives once I read the correspondence, which was forwarded to me after the meeting. I am receiving regular inquiries on the subject of INPEX sponsored training; many members are quite understandably counting on some of the benefits to flow their way.

Svitzer Tugs: Fremantle

My first introduction to the Svitzer Tug portfolio was on July 11th, attending a joint MUA/AMOU meeting held at the Fremantle Seafarers Club. MUA Official Ian Bray explained both a brief history and the current state of play between the unions and Svitzer. On July 12th I met with AMOU members employed by Svitzer in Fremantle. The meeting started with an open and frank statement from one member regarding the quality of service from the AMOU. None of the other ten members present voiced any counter argument. My answer was to say I welcomed honest criticism and that this forum was the place to air it. The two-and-a-half-hour meeting came up with positive decisions on firstly, a plan to quickly bring me up to speed with the situation as it stands, and how to monitor the so-called "Ghosting" study. This all stems from the wish, from Svitzer, to lower the number of tug crews. Our Delegates attended another meeting with Svitzer management, and the MUA, on Friday 27th. This resulted in a "Letter of Understanding" being produced by management and being distributed to all stakeholders.

Svitzer Lines Boats, Kwinana.

That same day I attended a joint meeting with MUA officials and Svitzer company managers for enterprise agreement negotiations. Although negotiations are towards the back-end it is important for the AMOU to be fully involved. And that means a bit of catch-up. Fortunately, as with Svitzer Tugs, we have the benefit of good delegates and a committed membership. The Monday meeting was followed up with an all-up workplace meeting on Friday 20th July. That meeting resolved to seek agreement on a number of claims and counter-claims emanating from the earlier meeting. A Svitzer MUA/AMOU meeting on Friday 27th attended by AMOU member representative reports further progress has been achieved. A further workplace meeting is set down for Thursday 2nd August.

King Bay Tugs (KBMS) - Dampier

In the enterprise agreement negotiations counter-claims from KBMS management amounted to clawbacks equalling a near 15% reduction in salary and conditions! An example of how much out of touch they are with their workforce is a proposal to severely limit rights in regards to dispute procedures. Agree to that, and you have virtually no disputes procedure. KBMS have completely misread the mood, and the determination, of all their employees. The other side came up with salary figure calculations which, when shown to be completely wrong, caused them a minor panic. As the recent Darwin Ports negotiations have proved, well informed Delegates, backed-up with an informed and united workforce, provide the union with a solid foundation in which to defend hard-won wages and conditions. There is a long way to go with these negotiations.

INDUSTRIAL REPORTS

Jarrold Moran

Industrial Officer (Melbourne)

Svitzer

Adelaide

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 trialled and following that a vote of all crew will take place with the most supported POPs to be implemented around Christmas.

Port Pirie

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

Melbourne

Melbourne POPs are being developed and several meetings have occurred between local management and the 3 maritime unions. Significant issues include the numbers of permanent crews and how orders are received. Dates for the next meeting are being finalised but hopefully will occur in the first half of August.

Western Port

On 6 June 2018 the Fair Work Commission 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 reserved its decision at the hearing and we are awaiting the outcome.

TasPorts Tugs

Members have been seeking to renegotiate their expired EA with TasPorts for many months. The AIMPE achieved a new deal with 2% p.a. wage increases. 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 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. We have requested EA meetings asap and indicated that no discussion on restructuring will occur before the EA discussion is complete.

Serco

Negotiations commenced on 4 July 2018 to replace the Serco (DMS Maritime) EA. The current EA, which is due to expire in December 2018, is the second EA we have had with Serco (DMS Maritime) which brought together the Howard-era Australian Workplace Agreements (AWA's). The AWA's have a variety of terms and conditions between members doing the same or similar work and as such the current EA has many anomalies. The combined log of claims from the 3 maritime unions seeks to sort out these anomalies whilst keeping the current structure of the EA and clarifying things that are unclear. Serco is seeking a total re-write of the document. Negotiations are scheduled for 7-10 August 2018. AMOU members are represented in the discussions by a delegate from Western Australia and a delegate from New South Wales.

CSL Goliath

The next negotiation to discuss a replacement agreement for *CSL Goliath* is to take place on 2 August 2018. None of the suggestions on improvements to the expired EA from members has been accepted by CSL. The Company has made a wages offer that is less than CPI. Additionally CSL has announced the retirement of the *Iron Chieftain* following the fire onboard in Port Kembla and has sought expressions of interest in redundancy from seafarers across the fleet.

Port Lincoln Tugs

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

VICT

It seems that VICT has picked up a number of new contracts and advised the AMOU on 27 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 unsuccessfully seeking to start negotiations with DP World on an agreement for the Superintendents, the AMOU made a Majority Support Determination Application in the FWC 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 meeting occurred in the second 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. Work on this continues.

Flinders Ports

Pilots

Negotiations for the Flinders Ports Pilots replacement agreement, while on-going, had reached a stalemate in June. The Pilots unanimously agreed to make a Protected Action Ballot, which at this time is being conducted by the AEC. Pilots are concerned with fatigue matters and pilot numbers among other matters. Also the pilots were not willing to accept the annual wage increase offer by the employer of CPI. Flinders Ports has in recent days increased the wages offer and proposed roster reviews to address the fatigue matters. This offer is being considered by members.

Flinders Ports & Flinders Ports Marine Services

This part of the Flinders Ports business covers 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 our membership satisfactorily addressed except the annual wage increase offer, which again is 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. Delegates and local management continue to discuss these issues and both sides are optimistic that a satisfactory outcome will be achieved soon.

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 is yet to be ratified. By the time this 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 MIAL. We have a list of issues members want to see addressed in the new EA and MIAL has undertaken to respond to this list before formal negotiations kick off.

INDUSTRIAL REPORTS

Chris Neiberding

Industrial Officer (Sydney)

TasPorts Pilots

TasPorts lost the contract for Port Latta to Engage Marine, however Engage currently does not have the capacity to provide pilotage services in Port Latta. This has led to a long and drawn out process of contract negotiations between TasPorts and Engage for the provision of TasPorts pilots. The AMOU made numerous attempts to have constructive consultation with the company on how TasPorts Pilots would be utilised if negotiations were successful. The main areas of concern were the number of Pilots that were going to be used and in which capacity and whether TasPorts was going to give a commitment in the negotiations for TasPorts Pilots to train Engage Pilots.

These points were raised with TasPorts in a meeting in June and a number of times after that. Despite the AMOU's best efforts for constructive dialogue, in our view TasPorts made every effort to avoid keeping Pilots informed of progress in the negotiations and whether the company was prepared to commit to a two-pilot model for Port Latta and also to reject any request for the Pilots to train Engage pilots.

The AMOU also met with MAST to alert the authority of what was happening and MAST, although interested could not act until there was a request to change the way pilotage was structured. MAST also informed the AMOU that even if something was placed in front of them there may be little they could do.

During all of this TasPorts was putting massive commercial pressure on the Pilots to allow observers from Engage on board during pilotage. Like clockwork this happened on a Friday afternoon and the AMOU worked hard to make sure this never happened.

Only after the AMOU filed with the Fair Work Commission did TasPorts start to give information to members but only ever verbally... to the frustration of the AMOU and the Pilots.

At this point we knew TasPorts had an MOU with Engage for 2-years with an option for a 3rd, and the company committed to train one Engage pilot.

Commissioner Lee instructed better communications from TasPorts and that it should be in writing , however he stopped short of saying that the Pilots could refuse to train if they received a lawful direction to do so from the company.

We are now waiting for TasPorts written correspondence on the arrangements.

Smit Lamnalco Drug and Alcohol pilocly

The AMOU raised objection to the company's new Drug and Alcohol (D&A) policy, pointing out to SL that any policy that involved a urine test was excessive and inconsistent with the company's D&A policy in Gladstone. SL rejected the claims and said it was consistent with their global policy and would not likely change it. We argued in favour of a much less intrusive test like the swab test and that this should be taken first and if it was positive then SL could conduct a urine test as happens in other ports. SL agreed to the changes and the policy now reflects that in Gladstone. We are now talking to SL about better access to self-testing facilities away from the tug itself.

Smit Lamnalco National Officers Meeting

The AMOU and the AIMPE are currently looking at dates to have an officers meeting with the company. The items AMOU will be putting forward for discussion will be anything arising under the EA, local matters and Amrun. If there are other matters members would like on the agenda please forward them to your local

delegate. Although the detail is coming we still need a date, location and list of invitees. The AMOU will be pushing for all delegates to attend.

Smit Lamnalco Gladstone

We understand there is currently a range of issue with the roster and the treatment of casuals that require addressing and we are talking to delegates and members affected.

Prodiv

We have set 7th August for the first Prodiv EA negotiations.

Quicksilver

The AMOU and AIMPE met with Quicksilver on 27th July. Members have are seeking a 3.5% increase. The current offer is 2%. Both unions have been frustrated by the time it has taken for the company to get back to the unions and members. Apparently the excuse is management taking leave and replacement of human resources personnel. The latest offer from the unions has been sitting on their desk for quite some time now and we will be expecting an answer to members outstanding claims.

Sealink

The Sealink Agreement has taken 2 ballots to be finalised after the 1st ballot was not successful in the FWC due to an oversight in paperwork. The 2nd ballot was voted up and has now been filed with the FWC.

The members will see a 3% pay increase in a market that is otherwise only offering CPI.

Stradbroke Ferries

EA negotiations are due to kick off on 16th August. We have visited the *Lakarma*, the *Morton Venture* and the *Bay Islander* recently and will return after the meeting.

TSHD Brisbane

In last year's negotiations for this trailer suction hopper dredger we held out for dry docking and refit provisions. The *Brisbane* is headed to Singapore in September for a refit and the unions are meeting with the Port Authority to ensure implementation of the provisions and anything else that may be necessary. The next meeting is on 31st July.

MSQ

The next meeting with MSQ is on 1st August. We are finalising the items for discussions at the moment. All members by now would have received a draft log of claims. We have received some responses but if you have not seen your claim in the log or want to add to it please let the AMOU know.

NQBP

We are currently working on the last clause for the NQBP EA and hope to have this finalised as a matter of priority.

Svitzer

Many of you know by now that the AMOU mantra for a time was "every day is a Svitzer day" due to the tsunami of issues members were having with management and the POPS. Without going into detail on every port Svitzer had taken the view that no longer were the local crews and local management going to run the operations and make informed decisions on how their port was run. Svitzer wanted a nearly

uniform system, measured and cut by those in head office. Needless to say, members objected and pushed back. This has been a painful period and is still taking forever to change in accordance with the new era supposedly ushered in by the National Summit. Having said this it is early days and a change in attitude from Svitzer will hopefully see an improvement in workplace morale.

Brisbane - Extra crew now have been agreed upon and the port is moving forward with the roster and POPS design.

Fremantle & Kwinana - still in discussion

Newcastle - New POPS and roster being implemented.

Sydney - no discussions on POPS however we assume, without having received any confirmation yet, that there will be an upcoming discussion on the port licence and captivity issues.

Bowen – There are very few outstanding issues arising from the discussions on the implementation of the new working arrangements regarding Abbot Point but no agreement across all three unions has been reached as yet.

Brisbane Ferries

At the last meeting with Brisbane Ferries we finally got down to addressing our log of claims. It seems the company has finally understood that we are no longer willing to go down the path of a rolled-up rate at the dollar value they were offering.

All-in-all 76 claims were addressed from AMOU, MUA and the company with answers varying from ‘no’, to ‘to be further discussed’, or ‘more wording to be provided’. I would call this chapter 3 of the Brisbane Ferries EA 2018. Nobody wanted this to be long and drawn-out and some of you may be saying it already is and I agree.

Now that we are back on track the AMOU is looking to build up some speed and get through the claims asap to be in a position for an EA either to go out to ballot or to be subject to discussions with members about the next steps to be taken.

We encourage you all to talk to your fellow Masters to join the AMOU as the only strength a union has in convincing an employer to agree a claim is through the solidarity that high union density conveys.

By the end of the next meeting (8th August) we hope to issue members with a comprehensive list of what is agreed and not agreed.

INDUSTRIAL REPORTS

Meghann Papa
Industrial Officer (Sydney)