



Industrial Report

September 2022

MEMBERS' MONTHLY MEETING

This will be held on Tuesday 27th September 2022 commencing at 1300 AEST.

It will be an exclusively virtual meeting.

All full financial members are invited to attend. Please email jarrod@amou.com.au and you will be sent a Teams link.



AMOU

Australian Maritime
Officers Union

Federal Report

Mark Davis

Executive Officer

Stopping the Race to the Bottom – ITF Tug & Towage position paper

The ITF's Inland Navigation section has published this paper which is obviously highly relevant to the upheaval being experienced in the local towage industry with attempts by Svitzer and Smit-Lamnalco to terminate their EAs. The Australian experience is one of the case studies cited in the publication alongside others from Belgium, Panama and Egypt as well as an example of poor enforcement of safety standards causing deaths in Canada. Below is the link to the paper.

<https://www.itfglobal.org/en/reports-publications/stopping-race-bottom-itf-inland-navigation-tug-and-towage-paper>

Executive Council nominations for Offshore Oil & Gas Delegate

Pleasingly, 3 offshore members have been formally nominated and seconded to fill the casual vacancy from James Gregson's resignation as Offshore Oil & Gas Delegate. The Executive Council had already made the decision to appoint to the position as it was ¾ of the way through the electoral term and a fully blown AEC election was too convoluted an option. What we will do is send a Survey Monkey out to all offshore members asking which of the three is their preferred candidate and the results will be fed back to the EC for their decision.

Teekay Shipping (Australia) – Reliant EA

The company has dropped its proposal for a greenfields agreement for this ship. This new vessel to the coast will engage in a South Pacific patrol ship operation. Formal negotiations have commenced alongside AIMPE after some progress was made via a draft agreement. The major issues identified were a *Reliant* allowance rewarding members for the complex and varied nature of the ship's operation, including Dynamic Positioning and crane operation, a pilotage exemption allowance for the masters that obtain one, a more sophisticated internet system onboard, an allowance for carriage of weaponry and unfettered access to arbitration via the dispute settlement procedure.

Teekay Shipping (Australia) - Coral Knight EA

After the 2/E was reinstated to the ship's complement AIMPE moved swiftly to lock this in and boxed off its EA. No progress was made in last month's scheduled negotiation. The AMOU still has two significant remuneration and workload-related issues to progress as well as the same arbitration issue with the DSP outlined above when we next meet to negotiate the EA. No date has been set for the next session.

Teekay Shipping - Sycamore, Besant & Stoker 'Me too' clause application

AMOU has invoked this EA provision to equalise some work-related benefits payable to other onboard parties on these three ships. This will be a firm test of the company's genuineness in agreeing these clauses in all EAs. Encountering some resistance is anticipated.

Qualified and trainee deck officers in high demand

The present and future labour market for deck officers has not looked more positive in well over a decade. There is a number of factors at play here.

Upswing in the offshore oil & gas industry

Increased activity in the sector has wiped significant numbers off the unemployed list. This is likely to continue with more decommissioning projects being undertaken and the renewables sector on the threshold of getting started.

Strategic fleet

The task force for this Labor initiative has been appointed and substantive discussions will soon commence. This may involve upwards of 12 new vessel operations for Australian registered and crewed ships on the coast. This will mean demand for 120+ qualified masters and deck officers, any number of cadets or trainees and the requirement for tanker endorsements for the possible 3 tankers being proposed.

Trainees and cadets

Companies are already approaching the AMOU for names and CVs of trainees. Some employers have stressed the urgency of getting trainees in their systems asap and are particularly looking for self-starters part way through their studies and seeking sea-time to upgrade their certificates, as opposed to the traditional cadet regime. There is a place for both set-ups longer term and the first is seen as a faster solution to the pressing labour shortage and high prospective demand. Anyone in either category should email me as a matter of priority mark@amou.com.au with a CV and an outline of your present position and career objectives short and long term. We are presently seeking placements for around 10 trainees and uptake from employers is growing swiftly.

Deck officers

Any mates holding a Deck Watchkeeper Certificate (the minimum high demand qualification) and seeking work should make contact with me asap and send me their CVs - email above. For non-members membership can be worked out quickly but AMOU financial members will continue to take priority.

Western Area

Glenn Walsh

Industrial Officer (Fremantle)

Mid-West Ports Authority Marine Pilots EA

The most recent meeting produced significant outcomes and moved the process nearer to conclusion. The next meeting is scheduled for early October with the cautiously optimistic expectation of the parties reaching in principle agreement.

Southern Ports Authority Ports of Bunbury and Esperance Marine Pilots EA

Despite a couple of late and unexpected hiccups, we have reached in principle agreement on most of our claims. We intend to finalise drafting/editing with a view to balloting the agreement in mid-October.

Fremantle Ports Authority General Staff EA

Our attempt to escalate our concerns about the significantly bad bargaining outcomes to Michael Parker (CEO) received a wholly inadequate response. He fundamentally ignored our complaints and delegated the responsibility for all bargaining outcomes to the very same people who are frustrating the process.

We subsequently referred our concerns to the office of Rita Saffioti (Minister for Ports). Despite calling every day to urge her staff to intervene, we have yet to see any results. The apparent lack of regard for FPA's administration staff by a Labor Minister's office is absolutely galling.

We have recently learned that the FPA bargaining team has announced to its employees that bargaining has concluded and among other things, that we that we have agreed to a 4-year term. We have yet to fully resolve all of our claims, let alone agree that bargaining has concluded; nor have we agreed with any drafting as none has taken place; and we certainly haven't agreed to a term for the agreement.

We are seeking bargaining orders in the Fair Work Commission on the basis that FPA has -

- Failed to give genuine consideration to a number of the proposals that we as bargaining representatives for the agreement have made.
- Failed to give any responses to and /or reasons for the responses to a number of these proposals.
- Engaged in capricious and unfair conduct that undermines collective bargaining.

Svitzer Lines and Launches Fremantle EA

After finally dragging the company kicking and screaming to the table to commence bargaining, it became immediately apparent that most, if not all of their bargaining team hadn't read our log claims and hadn't bothered bringing a copy of our claims to the meeting.

After presenting a range of graphs with old and irrelevant data, the company representatives asked us to review and reduce our log of claims before actually discussing any of them. Further, they indicated their preference to only consider cost neutral claims.

After ventilating our full log of claims the meeting adjourned with an expectation that the company would respond to our claims and present their own claims before the next meeting.

Given the company's demonstrable lack of concern and effort to this point in time, we have serious doubts about the prospects for this round of bargaining.

AREEA Industry Bargaining Forum

In response to the industry employers offer, the AMOU presented a counteroffer which by all accounts was reasonably well received. Unfortunately, due to the MUA's outright rejection of the industry offer without any counterclaim, and AIMPE's ambitious counterclaims, the industry offer was withdrawn.

Subsequent to the withdrawal of the joint Unions deal, AREEA's representative sought a meeting with us to explore the possibility of an arrangement with just the AMOU. Further, the offer was made for us to later meet directly with the relevant CEOs to thrash out a deal.

Given the time and effort already invested, Jarrod Moran and I met with the ARREA representative and ventilated our expectations in relation to a potential agreement on terms. We expect a response from ARREA before the end of September.

Toll Offshore Deck Officers EA

The first bargaining meeting was relatively brief and involved discussion of our log of claims. The feedback received from the company was reasonably positive, which augurs well for an efficient and effective round of bargaining.

AOS EA

Late in August we attended a meeting with AOS to discuss the commencement of bargaining for a replacement enterprise agreement. They advised that as a party to the industry group offer to the maritime unions, that they were waiting for an outcome before commencing bargaining.

The (NERR) was issued with a commitment to commence bargaining in early October or after an outcome of the industry employers offer.

Western Area

Mark Charles

Industrial Officer (Fremantle)

Onslow Towage EA

Meeting with Svitzer Northwest Manager - Dylan Sheehan occurred – an update was provided to us regarding the ongoing contract with the upstream client. Svitzer advised they should be ready to begin bargaining at the end of September with the NERR to be issued.

Port Lincoln Tugs EA

There is still a lot of back and forth with the company over the wording of the draft EA that has been circulated to all unions. A number of errors have been found and corrected upon clarification and the process is moving forward slowly. Ideally this will be wrapped up shortly provided the company is able to progress the outstanding issues that have been raised.

King Bay Marine Services EA (Riverwijs)

The first bargaining meeting will occur this Friday 23rd September at 1000 - West Perth Office. I met with KBMS employees in Karratha recently and we have developed a log of claims. Dave Abbott has agreed to be the primary delegate for the group. Subsequent meetings will be held in Karratha.

Pilbara Ports Authority

I visited Port Hedland and Karratha recently and met with members to discuss issues such as regional allowances, reclassifications and other issues at the Port. I recently participated in the admin staff of Port Hedland – Joint Consultative Committee. We have made contact with PPA asking that the recent increase in regional allowance is paid to Karratha employees as well – this will be looked into by PPA.

South-West Ports – Bunbury & Albany

I will be visiting the Ports of Bunbury and Albany next week to meet with members and potential members.

Fremantle Port Authority

We met recently with the FPA to continue to raise our issues regarding the new EBA. Significant differences exist. Please refer to Glenn Walsh's report for more detail.

MV Besant – Visit

Visited both crews of the *MV Besant* at HMAS Stirling recently over two separate occasions. Upon these visits, it was identified that our members may have a claim to an allowance currently paid to others onboard via the 'me too' clause – this is being investigated by Mark Davis. Please note this in his report above.

Ningaloo Vision – EA

We had the first joint unions meeting with Teekay regarding the replacement EA. The NERR was issued on the 20th September, with a joint log of claims developed by the crews and submitted. The next meeting will occur in 3 weeks' time.

Midwest Ports

I visited Midwest Ports and met with Marine Pilots regarding their EA and some of the issues identified around staffing and future training of new pilots. I also met with Wharf Supervisors and other operations staff regarding concerns around classification and staffing. We are looking into a potential underpayment claim that has developed as well as numerous issues with the administration of the port.

Southern Area

Chris Neiberding

Senior Industrial Officer (Melbourne)

ASP Ships Group

RTM vessels

The AMOU has written to ASP and requested a further update on the RTM vessels and their current asbestos issues. ASP has told us they will be in a better position to provide an update the week of 26th September after an operational meeting.

We have also written to ASP regarding the concerns raised by members below -

1. Superannuation payments should have been increased to 15.5% as of 1 July 2022, but members reported that the % has not increased from 14.5%. The payment should also have been 15% as of 1 July 2021.
2. Members are also asking when the 6-monthly information statement regarding leave entitlements will be supplied.
3. 5-day Isolation period – with the recent changes announced by the Federal Government, is there any planned review or changes to the current isolation period?
4. Why do locals only spend 2 days in isolation and interstaters do 5 days
5. Payment of Travel Money – the question has been asked again as to why ASP can't pay this money separately to the pay periods
6. Why ASP can't accrue the leave for this period instead of paying it out. Why can't the pay system just treat the isolation time as time on the vessel
7. Plans for crew changes to ensure the current problems are not repeated
8. Development of the Health Management Plan and appropriate monitoring of individuals health both now and into the future relating to any potential exposure to asbestos
9. What happened with the development and maintenance of a Register arising from 2018 issues identified on the *RTM Wakmatha* relating to any potential exposure to asbestos?
10. Training in the use of PPE – particularly on *RTM Weipa* where none has occurred

We are yet to receive a response.

MT Absolute EA

The first meeting for the *Absolute* EA has been scheduled for the 12th October in WA. We do not have a location yet, but the AMOU would consider the vessel itself to be a good place to start. We understand AMOU delegates onboard are consulting with AIMPE members to produce a combined log of claims to table on 12th.

MT Larcom and RV Investigator

ASP has suggested the parties hold meetings every Friday to finalize the *Larcom* EA and the *Investigator* EA, both draft EAs have been sent to members for review and we are only waiting on the return of the ASP General Manager and AIMPE official to start the process.

TasPorts Corporation (TasPorts) EA 2019 and TasPorts Towage (Tug Masters & Deckhands) EA 2019

As stated in the members update on 16th September the AMOU received a proposal from TasPorts on these two EAs. TasPorts is seeking rollovers with a salary percentage increase of 3.5% and a sign on bonus of 1.6% applied after the percentage increase.

Can you please talk to your delegates and give them your feedback on this offer and cc me into emails sent on the subject at: chris@amou.com.au

Flinders Ports

Flinders Ports have revised their EA offer and the details have been sent to members for consideration and feedback. The big-ticket items include:

1. A wage increase of 4.7% in the first year from 1st October should in principle agreement be reached in the short-term.
2. 4-year term with CPI to apply from the Adelaide March quarter but less any super increases.
3. Backpay (1st July-1st October) will not be paid but instead the following cost items are agreed.
 - Super in the first year
 - Overtime for part-time employees
 - Port Pirie shipping cancellation payments
 - VTS relievers to be paid at grade 3 rates.
 - Amended position on shipping only
 - Annual leave for PPTs on their average wage.

Flinders Ports are still seeking to limit the scope of the EA which the AMOU has rejected. They are also seeking changes to the income protection clause for which they will provide some wording.

If you know other employees that will be affected by the scope order, I encourage you to get those employees to join the AMOU immediately.

The AMOU is waiting for feedback on our claim for the VTS staff to go straight to grade 3 once they have completed the course.

Southern Area

Jarrold Moran

Senior Industrial Officer (Melbourne)

CSL *Donnacona*

The replacement EA for the *Donnacona* has been voted up by members. This is a joint EA with AIMPE and the scope has been extended to allow CSL to bring in other vessels in WA in transshipment work. The 4-year deal will see annual wage increases of 6.25%, 4% or CPI, 3% or CPI and 3%. Members get a \$5,000 sign on bonus and an increase in the transshipment allowance.

Solstad

Both parties are now fully aware of each other's position on all EA matters, which has taken a little bit of time due to changes of negotiators on both sides. Delegates are now considering which items we do not have agreement on that we will need to pursue. Solstad has offered a 2-year deal that we are content with. A wages offer has also been made that the membership is considering in line with other EA changes we would like to see. We will meet again with Solstad in the next week with a view to finalising matters.

Strait Link (Toll Shipping)

Toll Shipping is now Strait Link, a stand-alone shipping business. We are negotiating a new EA for the Masters and Officers and at our most recent meeting Strait Link confirmed that they would maintain the extra 3rd Mate on board both vessels and the Port Officer in Melbourne which were priority matters for members during these discussions. Now most other EA matters will likely be resolved quickly.

SeaRoad Shipping

Negotiations have started with SeaRoad, and members are keen to get extra manning as an outcome of our talks. It is likely that a permanent replacement for the *Tamar* will be built during the term of the next EA so making sure arrangements for any new build are contemplated is also important. SeaRoad prefer a 4-year EA and are currently offering 3%, 4%, 4.25% and 4.25% p.a. with minimal other changes to current arrangements.

TasPorts Pilots

A regulatory review of port services in Tasmania is currently underway ([Port services Regulatory Review](#)). This coupled with a turn-over of HR staff has prompted TasPorts to offer Pilots, Tug Crews and the TasPorts Authority members one year rollover EAs with a 5.1% payment, 3.5% wage increase and 1.6% bonus. Cost of living increases in Hobart at the moment are 6.5%.

Pilots have rejected the TasPorts offer and we next meet on 28 September.

Svitzer

The replacement Svitzer National Towage EA has not been concluded. We have had 5 full days of discussions with Svitzer this month all under the supervision of Fair Work Commission Member Bernie Riordan.

The Commission considers the Svitzer matters to be significant and set aside time and resources to help the negotiations. Cmr Riordan asked that both sides enter the discussions unencumbered and that the AMOU cease all industrial action and that Svitzer vacate the December dates for the first hearings of its application to terminate the current EA. The AMOU complied with the wishes of the Commission, Svitzer did not.

On our 5th day of discussion both parties put a package up that would finalise all matters. The unions position might be best summarised as the pragmatic position of maintaining conditions while sacrificing wage increases. Svitzer's position while not as brutal as previous offerings still see a loss of some important employment arrangements.

We pressed Svitzer throughout these talks to confirm that the December hearing dates be vacated. At the conclusion of the 5th day Svitzer advised the Commission they were not willing to forego the December hearings. Once informed of this change of position by Svitzer, Cmr Riordan withdrew himself from any future negotiations.

We now find ourselves back at the table with Svitzer and looming EA termination hearings. Discussions have been programmed for 28, 29 and 30 September and will be around the packages both sides offered up in front of the Commission.

AMOU members are about to vote on an additional Protected Action Ballot (PAB) to the PAB we took earlier this year to give members a wider range of authorized industrial actions that can be taken.

While a majority of our time with Svitzer is taken up with EA negotiation matters, the normal industrial relations issues that crop up outside of negotiations continue to happen. Svitzer and the unions are involved in numerous industrial disputes in the FWC about matters including POPs issues, job sharing replacements and the use of fixed term contracts.

Eastern Area

Marty McEvilly

Industrial Officer (Sydney)

Transdev Sydney Ferries

Voting for taking Protected Industrial Action is ongoing, with the Australian Electoral Commission (AEC) sending ballot slips by post to all AMOU members at the Ferries on 15 September. They need to be back and in the AEC's hands no later than 10th October to count. Members are asked to vote YES to all 15 questions and get the ballots back to the AEC as soon as possible. Importantly, once we vote up the right to take protected industrial action, we will only be taking it if it is supported by members. However, it is important that we have the right to use the options available to us, which is why we need everyone to vote YES.

Unfortunately, negotiations haven't progressed very much in the last few weeks. The same day we submitted our PABO application, the company applied to the Fair Work Commission to assist with bargaining. In the first conference, it was very clear that the Unions still want to negotiate and reach a resolution so the Deputy President who heard the matter sent us away to try to make progress on our own. The most significant outstanding issues are the treatment of the outer harbour, pay increase, rostered leave and manning on the 24m vessels. Despite several meetings on each issue, we seem to be unable to make any headway with management. We will continue to meet to try make progress, but we expect to be back in front of the commission to provide an update before the end of the month.

NRMA – Fantasea and Manly Fast Ferry

We've now had three meetings to discuss a replacement EA for Fantasea. In the last meeting management discussed the costings they had done on the claims from the MUA and us. They painted a very bleak picture of the future of the business based on current finance and although they were supportive of some claims anything with a cost attached to it is a cause of concern for them. We will continue to push for appropriate and fair compensation for AMOU members, however it is looking as though we may need to consider an application for protected industrial action if pay increases are further delayed.

Port Authority of NSW – Port Kembla

We've met with management again regarding the leave accrual and TIL issues they ambushed us with in the initial EA meeting. We are of the view that they are accepted, long standing custom and practice, and as a result have become implied terms into pilots' employment contracts. The company are looking at the strict words of the EA. While they have insinuated that they may look to get rectification for the past 'overpayments' they have also said they have not been instructed to do so. So, we are looking at finding a way to address the management of the two issues in the future. What that looks like we'll need to hear more from the company on. We believe we should make an application for protected industrial action to demonstrate that we won't be a pushover but will discuss this with members before taking further steps.

Keolis Downer Hunter – Newcastle Ferries

The company has finally provided us with a draft EA incorporating the terms we've agreed to in principle. We've provided feedback and are now waiting for them to come back to us. We are hopeful that an agreement will be put out to vote for members in the next month, though KD management have a long history of forcing further delays in EA negotiations.

Captain Cook Cruises

The new EA for Captain Cook Cruises Sydney has been approved by the Fair Work Commission and after a three-year ordeal, is finally in effect. Well done to all members for their efforts and patience in getting it done. It is a good outcome for all.

Eastern Area

Tracey Ellis

Organiser (Brisbane)

Poseidon Sea Pilots

We have finalised our log of claims and are waiting on confirmation of the date of the first bargaining meeting. It is likely to be the first week of October.

Bhagwan Marine

Bhagwan has agreed to include a union delegate clause and add in a clause to protect against contractors undercutting employees. We have finalised the wording on the enterprise agreement, and it will be sent out to ballot shortly.

Darwin Port

The AMOU, MUA and AMWU attended the Fair Work Commission for conciliation with Commissioner Riordan on 16 September 2022. We reached in principle agreement on a 4-year deal with 5% in the first year and 2.5% or CPI up to a cap of 5% in the last three years. There will also be an extra 1% Super starting from the last day of the agreement. Darwin Port agreed to increase the Pilot Boat Masters' pay rate to the Harbour Control Officers rate, so the landside officers won't be on the same pay as a Master, but without the qualifications. The Port also agreed to change the operations to ensure meal breaks can be taken and agreed to add in extra words to the indemnity clause to include the relevant legislation.

Smit Lamnalco – National

The Smit Lamnalco national agreement negotiations have been dragging out since July 2021 without anything much being achieved, so the AMOU filed a bargaining dispute in the Fair Work Commission for assisted bargaining. This means that from now on, the bargaining meetings will be held in front of Deputy President Asbury who will help the parties to get to the crux of the matters quickly and hopefully we'll be able to get to an in-principle agreement. The first meeting will be on 30th September, and we hope to be able to secure some days between 5-6 October and/or 17-21 October.

Prior to that, Smit Lamnalco tabled their response to the unions' Weipa log of claims, which included agreeing to shorten the swing lengths for River Logistics from 5 weeks to 4 and rejecting our claims to be able to get the first flight out on changeover day and door-to-door travel. Some of the other claims are related to the national agreement so the company want to respond to them at a later date.

Smit Lamnalco – Mackay Pilot Launch Masters

The AMOU and MUA are currently reviewing the draft agreement put forward by the company after we reached in principle agreement. Once this is complete, we'll meet with the company to finalise the document and put it out to ballot.

Smit Lamnalco – Gladstone

The AMOU and AIMPE enterprise agreements have both been approved by the Fair Work Commission and are now in effect.

The 12 in 24 dispute is listed for 15 and 16 November. We should find out whether it will be held in Brisbane or Gladstone at a directions hearing on 30 September 2022. Hearing dates for the other disputes have not been listed yet.

The AMOU is filing another dispute because there are open full time Master positions that have not been filled and we currently have part-time masters being treated like casuals.

Engage Marine - Bowen Launch Masters

The AMOU and MUA are meeting with Engage Marine on 21 September to hear the company's response to our log of claims.

We will also be seeking the promised pay increase that was meant to be paid on the anniversary of the commencement of operations. The company have said that they are finalising the figures and that any increase secured from the client will be passed on in full.

Sea Swift

Since Sea Swift requested more time from the Unions to compile the figures needed to resolve the outstanding issues, they have hired a new CEO, Dwayne Freeman, who needs to get up to speed on things. He has since met with the MUA to get more of an understanding about the stevedoring issues and we hope to get more information about where things are at soon. The outstanding issues include ensuring the 10 days sick leave is not rolled into the equal time component, whether the Stevedoring Award applies to the shoreside crews and whether their pay rates would fail the Better Off Overall Test

NQBP Pilots

The final draft of the enterprise agreement is currently getting approval from NQBP and CBRC. Once that is finalised it will go to ballot for the pilots to vote on.

Port of Townsville Pilots

POTL have agreed to increase the car allowance to \$27,400 to help with the rising cost of fuel. The AMOU has suggested wording for the salary and superannuation clause for POTL's consideration.

Auriga Pilot Launch Masters

Auriga put their Launch Master EA out to ballot after the AMOU and MUA told them it is unlikely to get voted up. The ballot closed on 20 September, and we are waiting on the results.

Auriga Reef Pilots

The AMOU met with Auriga on 20 September to continue the EA negotiations. The company introduced two new managers to the bargaining table and there was also an independent representative from the pilots.

So far, we have reached agreement on a 4-year term, backpay from the expiry of the old EA, company to use their best endeavours to ensure pilots can do any required training on their leave, increased the meal allowances to the ATO rates and a meal allowance will be paid if a pilot has to arrive at a pilot house the day before tour due to limited flight availability.

Neither the company nor independent representative tabled a log of claims and both said they will have it by the next meeting on 4 October.

Women in Male Dominated Occupations & Industries (WIMDOI)

I attended the WIMDOI conference between 13-15 September. The conference had a lot of great speakers including Alex Grayson from Maurice Blackburn who spoke about how to get employers to implement the recommendations made in the Respect @ Work Report. The Labor Government has committed to implementing all of the recommendations, including putting a positive obligation onto employers to actively prevent sexual harassment and sex discrimination in the workplace. One of the other recommendations to make workplaces safer for women is to ensure there are more women in the workplace and more women in higher roles. The AMOU is starting to see some good EA clauses coming through that promote gender and First Nations equality in the workplace, which is great to see. I also regularly have employers asking me if I know of any female masters for jobs they are advertising, so let me know if you are looking for work.

Aunty Pat Anderson AO gave the conference participants an overview of the Uluru Statement from the Heart and why we as unionists should support enshrining a First Nations Voice to Parliament when the referendum comes around.

There was also a moving presentation from Patrizia Cassaniti, the mother of Christopher Cassaniti who was the 18-year-old man who died on a construction site after scaffolding collapsed. His mum reminded everyone that we should all check ourselves when we have a 'she'll be right' moment, because that's when accidents are likely to happen.

It was great to see a couple of AMOU and AIMPE members there this year, hopefully we see more at the next conference.

Eastern Area

Christopher Claydon Organiser (Brisbane)

RiverCity Ferries

The RiverCity Ferries EA was voted upon and came back with a yes vote. The outcome of the vote was tight with a 58 to 42 percent margin in favour of the agreement. The usual post vote administrative process is taking place, the agreement has been signed and lodged with the commission, it should hopefully be seen by a commissioner in the coming days/weeks, the company has confirmed that once the agreement is ratified, they will process backpay. With the agreement getting a yes vote the company has instituted a roster change to incorporate the principles in the new EA. This roster change has caused no shortage of heartache and drama, with divided opinions around the way lines were allocated, multiple starting locations and just general feeling that the roster is a step backward instead of forward. Numerous meetings have already and continue to take place with the company to discuss rosters, seniority etc. Visits to vessels have been taking place to coincide with these meetings to both provide updates and to also collect information/opinions from the members.

Stradbroke Ferries

The EA document is starting to take shape with changes discussed at the last meeting now incorporated and the company beginning to respond to the smaller outstanding claim items such as adjustments to shift lengths, selection of primary vessels and meal and rest breaks. The next EA meeting is on 22/9 and further detail will be provided to members afterward. We are hopeful the bigger ticket items including wages and relativity will be discussed during this meeting.

Tourism

Quicksilver

More attempts to get the company to set aside dates to discuss a new EA have been made by both the AMOU and AIMPE. Thus far the company has not really been cooperative and is pushing to have the negotiations held off until next year. The AIMPE and I will be in Cairns/Port Douglas in the last week of October and have got a tentative commitment out of the company to meet, though we suspect an MSD may be required to get negotiations started in a timely fashion. In the interim if anyone has any Log of Claims items or anything else they would like to discuss please reach out.

Cruise Whitsundays

Cruise Whitsundays will soon be looking to start discussions for an EA. Attempts to organise the workforce are underway, Tracey has made some initial contact with employees while in the area for other matters. I will be headed to Airlie Beach next week in conjunction with the MUA to have a town hall, with the hope of meeting potential members and discussing the upcoming agreement negotiations.

Port of Brisbane

The port operations agreement has now been through the voting process and obtained a substantial yes vote. All related administrative tasks are currently being completed with the document to be lodged with the commission in the next few days. The Ken Harvey agreement is also at the same stage. With the yes vote for these and the BMT agreement having been completed, focus will turn to a complete re-write of all agreements in a few months' time.

BITS

Visits to the vessels have continued to take place, the general feeling and feedback received from members has been that what the company is proposing is not good enough, with many feeling that the 4.6% increase is inadequate, the changes to how Super is paid deplorable and a few other smaller issues have left everyone feeling at best undervalued and at worst completely disrespected.

There is also genuine concern that despite company statements to the contrary they are still looking to move away from the 7on/7off roster. Feedback from the MUA has been very similar and there is evidently some disharmony in the company at present, and Industrial action may be required. We are having another EA meeting on 22/9 at which the company is supposed to provide an overview of the offer and the new rosters. More discussions with members will take place after this meeting.

Other Matters

This month has seen more support offered to members dealing with individual matters

- Support was provided to a member going through a disciplinary process, we wrote letters, attended meetings etc but unfortunately the person did not get the outcome we had been hoping for. We are now looking at what other avenues we can take to get a fairer result.
- A member has been supported through a matter involving the correct entitlements to sick leave. We are currently waiting on an outcome on this.
- A member on an individual contract who is trying to negotiate better conditions has been supported through the process. We have had 2 meetings with the company thus far and provided a log of claims and supporting evidence. To date the company have been putting up hurdles and time wasting but we have finally started to see some movement with a preliminary offer provided and continue to work on a resolution.