

Industrial Report

February 2019



AMOU

Australian Maritime
Officers Union

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Monthly Area Members Meetings

Tuesday 26th February 2019

EASTERN AREA:

1000 hours - AMOU, Suite 1, Level 5, 377 Sussex St, Sydney, NSW 2000

WESTERN AREA:

1000 hours - Navy Club Inc., 64 High Street, Fremantle WA 6160

President's Report

Tim Higgs

Welcome to the February 2019 Industrial and President's report.

I was talking late yesterday with an industry stakeholder about the ALP's shipping policy announcement over the weekend. What with the naming ceremonies of Toll's two new RO/RO vessels, the Maritime Industry Australia Ltd (MIAL) 2018 Seafaring Skills Census, BHP's departure from Australian shipping and the impending Senate Committee inquiry submissions due early next month, one would think it is already mid-year.

Toll Group invests in Australian shipping

Toll group has invested \$172 million in the two new Australian flagged and crewed RO/RO vessels the *Tasmanian Achiever II* and *Victorian Reliance II*. Toll has held naming ceremonies in both Burnie and Melbourne in recent weeks. Both ceremonies were well-attended. It's great to see a genuine interest shown in Australian shipping. It is even better to see an Australian company willing to give it a go and have faith in the Australian Shipping Industry.

The big Australian BHP has pulled out of shipping after 100 years then refuses to meet with the maritime unions

During the last month we met BlueScope along with the two other maritime unions, AWU and the ACTU. The meeting didn't deliver anything that wasn't already apparent. It was clear that BHP was the decision-maker when it came to the shipping of iron ore from Port Hedland to the BlueScope steelworks in Port Kembla. A scheduled meeting with BHP was cancelled recently highlighting that big business doesn't see the need to have a working relationship with trade unions. This is evidenced by the number of foreign flagged ships BHP is currently using to export its coal to Asia and transport its iron ore along Australia's blue highway between Hedland and Kembla; a coastal trading route open to abuse by temporary licences promoted by the current government.

All the crew from both the *MV Mariloula* and the *MV Lowlands Brilliance* were made redundant by Teekay early in February adding to the already large number of unemployed Australian seafarers, in particular Australian Deck Officers that are continually overlooked in favour of foreign officers that meet the so-called specialist skills for a specialist visa to be granted.

ALP announces that a Shorten led Labor government will revive Australian shipping through the establishment of a strategic fleet

Establishing a strategic fleet is something that has been talked about for some time and has been lobbied for in Canberra from various factions within the shipping industry. One of the core issues identified at MIAL's SEA18 conference in Canberra last year was that the declining fleet has near on removed all training berths for seafarers and that a strategic fleet could help to recreate these berths.

The Executive Council welcomes this announcement, but it is with some reservation as we have seen shipping used as a political football time and time again over the years. The announcement has a lot of positives and if Labor is elected and manages to establish a strategic fleet this may well become a solid foundation for revitalizing the entire Australian shipping industry.

Unfortunately, the policy still talks about temporary licences. One would think we have learnt from the current government-endorsed abuse that we need legislative change to eliminate these loop holes and promote Australian shipping with tax incentives for both the ship owner and the seafarer to create a level playing field. The other key point for Australian officers is there is no mention of the issue we see on a daily basis: the immigration and visa abuse removing jobs for Australian officers. We will continue to be actively involved in these discussions with all sides of Australian politics. The industry is seeking a fair deal and a bipartisan approach to secure the future of our industry and promote the importance of the maritime skill set.

MIAL 2018 Seafaring Skills Census

Last year MIAL launched a seafaring skills census to provide:

- An insight into what is now happening in the sector;
- What industry's current needs appear to be;
- What is being done to satisfy these needs; and
- What industry thinks it needs in the near future

From what I have read the census has delivered some key insights into the shortfalls the industry faces with an aging demographic, the costs associated with training and the imbalance of training allocation to deliver a skilled workforce that can provide for tomorrow's industry. This has cemented the lobbying agenda we have been pushing in recent years. You can't gain the experience and qualifications needed to fill key shore-based positions in and around harbours and regulatory bodies without a secure and productive fleet to provide the training grounds.

For those wanting to read the report you can click on the below link and complete some questions to receive the report via email <https://mial.com.au/our-work/seafaring-skills-census-report-subscriber>

AMOU and the CFMMEU MUA Division Memorandum of Understanding (MOU)

After a lot of discussion and negotiations between Paddy Crumlin and myself in recent months, we have reached agreement that was endorsed separately by both unions' executive councils last week. This agreement recognizes the historical and traditional coverage of both unions through mutual respect in particular within the stevedoring sector. There is further communication to be sent to the membership of both unions about the MOU. This will be distributed to those members impacted by this agreement in the near future.

The AMOU's Confidentiality Deed

Last year while working through the union's restructuring program and the negotiations brought about by this, it became apparent to the Executive Council, supported by legal advice the need for all staff and Executive Councillors to sign a confidentiality deed for the protection of the union's business and private

information held. The requirement for the deed demonstrates the Executive Council's recognition that the highest priority for a union should be stringent governance in line with today's requirements both morally and legislatively to ensure the security and protection of members' personal details.

In recent weeks a complaint has been lodged with the Registered Organization Commission (ROC) by a whistle-blower about this deed which has led to the union currently being investigated. Both myself and the Executive Officer have promptly cooperated with ROC and provided all the information requested. To date the deed has been signed by all staff and councillors barring two as was reported to ROC yesterday.

Given the matter is currently under investigation I won't comment any further and will update the membership accordingly, but I can assure you all that both myself and the Executive Council take the security of members details seriously and continually work with the IT support team to ensure it is kept as secure as possible with the latest technology.

As I said last month I look forward to the challenges and opportunities that this year presents the union and its members. It is however becoming ever more tiresome and frustrating to have our time and members financial resources squandered in dealing with misguided political conjecture by a few from within. We would rather focus upon the union's core business; the betterment of conditions for members, job security, professional development and negotiations that deliver for members taking cognisance of today's industrial climate.

Until next month as always stay safe

A handwritten signature in black ink, appearing to be 'Tim Higgs', written over a horizontal line.

Tim Higgs
President

Executive Officer's Report

Mark Davis

Executive Officer (Sydney)

North West Shelf Shipping Service Company

The appeal in last month's Industrial Report and the memo to all AMOU members for gas-experienced senior deck officers to supplement Trident LNG's current ranks was very successful in terms of the talent amongst AMOU that expressed interest. However numerically the response from Shell Tankers Australia Pty Ltd (STAPL) was less than enthusiastic. Out of the 21 AMOU members that responded to January's memo 3 have been identified for further interview/assessment for junior officer positions with a view to be engaged in the senior ranks. In the company's opinion 12 lacked either gas or recent deep-sea experience, many of whom were employed on FPSOs or FSOs. At a Continuity of Operations Agreement (COA) meeting at which Trident and STAPL were present held on 19th February, AMOU expressed the view that seafarers did not forget how to go to sea and that the point was that many of the CVs were those of highly experienced tanker officers presently working in the industry whom deserved more consideration than the companies were providing.

There are options open to the industry to address any perceived need to introduce a wider pool of officers:

Conversion of casual officers:

The Northwest tankers have two Third Officers. The additional 3/O that was the subject of a decision made by a previous COA Arbitrator, has been interpreted by Trident as being a casual employee. A number of casual 3/Os gained considerable experience and obtained their LNG certificates but due to the fact that they could not put 'permanent employee' on the home loan application left Trident's employment. This unrealised investment in training needs to be addressed and the company is now looking at converting casuals to permanent, something we will endeavour to cement into the enterprise agreement when it is renegotiated by way of a casual conversion clause.

Deployment within the wider NWS fleet:

There are presently 9 ships on the Karratha-Japan LNG trade. It was raised that training berths for additional officers and trainees generally must be available at least on the 3 Bermudan registered Northwest ships. North West Shelf Shipping Service Company (NWSSSC) agreed that a wider training programme irrespective of the flag of the ship needs to be explored.

Retention strategy:

At the 19th February meeting the latest officer/engineer grading list numbers highlighted the gap between officers employed in each position and those currently available. Woodside Petroleum asked what the retention strategy was. It was clear from the room that there was not one. Various excuses were made but the simple fact is that the perceived lack of depth in the Master's position should be addressed not solely by judicious recruitment but by incentive to remain with the fleet rather than disappear to Chevron, Woodside and other high-paying pilotage providers. This will require a specific

strategy formulated by the companies and AMOU and requires the input of the senior officers. A meeting has been convened for 1st March by the COA Arbitrator involving the officer unions, NWSSSC, Woodside, STAPL and Trident for this purpose.

Landbridge Infrastructure (Darwin) - Pilots

What I suggested last month was a drawn-out process has been drawn out a further month. There are matters that need to be concluded that lie outside the EA process that are dragging on and yet are central to the recruitment and retention strategy that underpinned the set of negotiations. A video-conference was held yesterday to discuss these issues and AMOU and the Pilot delegates are proposing some wording to hopefully put these to bed. These will allow the pilotage team in Darwin to progress through the licence matrix and promote the required continuity of employment over the next three years of the enterprise agreement.

Landbridge Infrastructure (Darwin) – Port Operations

This agreement was filed with Fair Work Commission months ago and the Commissioner has identified several issues one regarding annual leave in the context of an annualised salary and the other the apparent contravention of the National Employment Standards with workers on roster not receiving a public holiday when it falls within the roster. A second conference on the issue is being held this week.

Port Authority of NSW – Newcastle Pilots EA

Four sets of negotiations have now been held and it seems even more clear now that there is little will on the part of the Port Authority of NSW – Port of Newcastle to address the central issues claimed by the Newcastle Pilots. These are the roster, the roster rules, the fatigue management principles and other professional safeguards (such as indemnity) and reward systems to be prescribed in the EA. Little traction has been gained in any of these. The next negotiation session is set for 8th February and will be central to the non-confrontational progression of the EA process. A meeting has been convened today involving AMOU and all available Newcastle Pilots to plan the strategy in response to the employer's recalcitrance.

Industrial Report – Glenn Andersen

Organiser (Fremantle)/Offshore Oil & Gas Delegate

Foreign Officers

The arrival of the seismic survey vessels *Ramform Hyperion* and *Thor Modi* delivers more bad news for unemployed Australian deck officers: No Australians in senior positions. Under this present government the Immigration Department appears impervious to our pleas to make companies employ Australians first.

Ship visits

The AMOU ship visit program is now back in place, over the last month vessels visited include: *Pacific Responder*, *Skandi Darwin*, *MMA Inscription*, *Maersk Mariner*, *Maersk Master*, *Pacific Greylag*, *Pacific Grackle*, *MMA Plover* and *MMA Brewster*

Monthly Industrial Reports

From now on the Fremantle office will be responsible for emailing Monthly Industrial Reports to Offshore Oil & Gas vessels.

INPEX/MMA

The special payment issue is on the back burner. However, the other very important issue is permanency onboard those two long-term contract vessels: *MMA Brewster* and *MMA Plover*. Months ago, this issue was raised during a Perth INPEX meeting. The question put to INPEX was why would a casual deck (or E/R) officer remain working on a “special” technically advanced vessel when he/she could switch to a stock standard PSV for the same money? INPEX appeared sympathetic. We need to work harder to win members permanent jobs. If INPEX wants continuity of skills, make permanency a priority.

INPEX Training

Members are providing important feedback on their successful applications for INPEX training. Unfortunately, not every application makes it through but it is encouraging to see the process moving in the right direction. Some of the emails have thanked the AMOU for our part in the creation of the INPEX funded scheme.

Svitzer Lines Boats, Kwinana.

A new company representative has now involved herself in proceedings. Once again things, which our side believed were agreed to, now appear to be not agreed to. Members are now feeling a degree of frustration and annoyance at the company’s way of stop-start negotiation. The unions only appear to make progress by threatening protected industrial action.

Westug

Discontent with Westug/Engage Marine plans to *PARTNERSHIP* operations in the Northwest is leading more and more Westug masters to reach out to the AMOU for advice and union membership.

We did our best during the last EBA negotiations to assist members vote down a very unpleasant EBA proposal. But we couldn't get the traction required to make substantial changes to the document and it was eventually voted up. Make no mistake, this company at times has a worker-unfriendly approach.

Westug employees are looking over to those tug masters employed at King Bay Tugs and asking: "Why can't we have an EBA like that?"

My answer is: keep on joining up with your respective unions and it may just happen.

The vast majority just want to go to work, do their job, go home to family and relax. The *Partnership* model changes the whole dynamic of the workplace; those people who were once shipmates are now business partners. The liabilities the company once had are now yours. The tasks the company was once paid to carry out are now yours to fix.

There are no secrets in this industry; we hear the stories of partnerships breaking up and the fractious work environment that precedes either leaving or an expulsion from the partnership.

I do not expect those who have been disillusioned or driven out would have any pride in placing that experience front and centre on their CV.

In a traditional workplace the company profits by adding value to the employee's labour, something similar to a charge-out rate.

The partnership model has changed that relationship from employer/employee into that of a parasite and its host. *You are the host.*

Maersk

After recent visits to the two Maersk vessels I am satisfied the negotiating line taken by both AIMPE and AMOU is representative of the needs of those mariners. The revised wage offer from Maersk is still not enough to achieve the offshore benchmark. The stubborn insistence on officers accepting lesser conditions than those already in place for IR's and Caterers is way short of the "*importance to have equity across all departments*" as stated by management, at our first meeting.

Members can see through the flim-flam offered up from Maersk. The recent pep-talk from a northern hemisphere manager did not sway opinion either. Both unions will be re-entering negotiations in early March.

I expect Maersk will once again play hardball. If that happens my advice will be to take this negotiation to a *Protected Industrial Action* ballot.

OSM EBA Negotiations

When an OSM manager told me on the phone he didn't want to talk to me, I think he meant it. OSM also will not answer my emails. Those emails include requests to award study-leave to a long-term permanent employee, also to discuss permanency in order to remedy the shocking permanent/casual ratio, which for Australian officers is 40:1 (Sept. 2018)

Instead of talking across the EBA negotiating table we will soon be talking across the Fair Work Commission table, with zero response from OSM that's where those matters are heading.

The OSM wage offer of 1.5% is no longer tenable given Maersk have upped their offer to 5% but even that number doesn't get near the offshore benchmark wage. OSM has had a profitable deal for years with their SIEM manning contract. The last OSM/Svitzer wage increase was way back in 2012, the same year Jamie Whincup won Bathurst in an Australian made V8 Commodore.

Ningaloo Vision (Teekay) EBA

The February meeting ended up being held in Perth and as I reported to Teekay union members nothing much was achieved. The next meeting is scheduled for 29th March.

Atlas Professionals

On Friday March 8th Atlas Professionals met with AMOU and AIMPE at our Fremantle office to discuss a number of subjects. A report went out to our members. The arrival of the seismic survey vessel *Ramform Hyperion* and its support vessel *Thor Modi* has moved probable forced redundancies further down the road. Two employees took voluntaries.

The bad news is: The only bridge positions occupied by Australians are 2/Officers. My January report included the sad fact of things getting worse for Australian deck officers. The appalling truth here is no Australian senior deck officers will be employed on these two vessels.

My report to the members includes an Atlas offer enabling permanents to work for other offshore companies until Atlas can provide work of their own. The Atlas letter of confirmation is missing this, and a number of other points of agreement.

Atlas Professions has signed up with INPEX and has advertised and accepted deck officers for DP training.

Vessel Inspections

The refusal of Swire Pacific to fund the costs relating to the *Pacific Responder* inspection has now spread to another offshore company. AMOU members should not have to fund these very useful and necessary vessel inspections. These inspections help prevent the importation of sub-standard vessels onto the coast. I hope the three unions can act in unison to stamp out this attack on such an important condition.

GO Marine

Karen Clark has advised us that GO Marine has won a 70-day contract to provide support/supply to the Mobile Offshore Drilling Unit *Maersk Deliverer* working in the JPDA area of *Timor-Leste*.

In answer to my question: Can I assume the Bridge will be completely Australian manned? The following answer was given: *"In terms of the manning onboard, all employees engaged with have work rights for Australia"*

I don't take this type of offhand answer personally, but it treats all Australian deck officers with contempt. Under this Government's immigration policy the man from Mars could obtain *"work rights"* in Australia.

Ms Clark has also leapt on the bandwagon of refusing to fund the practice of AMOU vessel inspections. These inspections are part of the GO Marine EBA. She points out that the issue of funding is not

specifically mentioned in the clause. Karen wants you to pay the AMOU costs to carry out a safety and suitability inspection on the boat you could end up working on. Do we trust foreign entities to give the tick of approval to boats coming down to Australia? *No, we don't.*

Solstad/Farstad

Arrangements are beginning for the first Consultative Committee meeting for 2019

Consultative Committee Meetings

As Offshore Oil & Gas organiser it is my aim to follow AMOU policy and get Consultative Committee meetings happening across all the companies. These meetings will have a direct bearing on the shape, and content, of your next EBA negotiations. Contact me on your availability to represent your work colleagues. We prefer those representatives (2) to be permanent employees, any travel expense is met by the employer and you are paid by way of dead-days.

Industrial Reports – Jarrod Moran

Senior Industrial Officer (Melbourne)

TasPorts

Tugs

With a little more than 4 months until the recently endorsed EA expires members have begun thinking about items for the next round of negotiations.

Pilots

The current EA for the Pilots expired on 17 November 2018. TasPorts recently issued the requisite Notice of Employee Representational Rights (NERR) to members to commence negotiations. We had our first meeting with TasPorts on 19 February. Main issues for pilots are wages increases, training & professional development, and accrual rates for TOIL.

TasPorts Corporation

A Log of Claims for members will be developed in the coming weeks with negotiations to commence shortly thereafter.

Port Lincoln Tugs

The 3 maritime unions met with PLT late last year and put forward proposals that would satisfy all of our outstanding claims. PLT (via representative Mark Diamond) said they would consider our position. In early January PLT indicated that they could not accept our proposals and would set this out in writing to us. Members have now been informed directly that PLT would put their proposed agreement to the workforce for a vote. Our joint proposal is that we roll-over the existing agreement for 12 months and use that time to properly consult with members about the differences in wages rates across ports.

DP World Superintendents

We continue to have discussions with DP World around terms and conditions for Superintendents and members desire to formalise arrangements with an EA. The most recent group discussion was in late December which included the Chief Operations Officer. We have advised DP World that we want to reconvene negotiations ASAP.

Searoad Shipping

We had a start stop commencement to negotiations for a new agreement late last year. Members are now organising a password protected portal that we can use to exchange information and thoughts across both vessels and all swings. Negotiations will commence again shortly.

TOLL

Shipping Supervisors

A number of meetings have taken place with toll regarding a replacement agreement. Toll has put an offer to members which is being considered and discussed among the group. The rosters proposed by Toll will be part of discussions to be had during the first week of March.

Seagoing Collective Agreement

The seagoing agreement expires on 31 March 2019 and a log of claims is being developed. At this point some members would accept a roll-over for 12 months to consider issues raised with the new vessels while others think a longer roll-over would be preferred.

Flinders Ports - FACT

The agreement for the Supervisors at FACT has been drafted and is currently being reviewed by the FACT legal team to ensure FWC compliance. We hope to have this back from legal soon.

Flinders Ports - Pilots

While we reached 'in principle' agreement with Flinders Ports regarding the new Pilots agreement in 2018 a couple of matters have changed since, which can affect the basis on which we settled. We have notified the FWC of a bargaining dispute and met in conference at the FWC on 25 February. All members unanimously voted to seek the assistance of the FWC.

Huon Aquaculture

Huon has had the Norwegian flagged 'Ronja Huon', a 76m well boat/fish carrier off the Tasmanian coast since 2014. In August this year it will be joined by the 'Ronja Storm' a 119m well boat. Additionally, we understand that Tassal will be bringing two well boats to the coast in coming months. The agreement we reach with Huon will set the standard for the industry. We have had one meeting with Huon. They employ one Australian cadet who is a member. The deck officers are Norwegians employed on s482 visas (with one recently getting permanent residency). Marine and Safety Tasmania has granted 24 pilot exemptions to 8 Norwegian deck officers since 2014. The deck officers are employed by Solvtrans, but the agreement will be negotiated by Huon. Issues to do with the previously reported TasPorts pilot numbers and the Huon pilot exemptions will be discussed with the Tasmanian Opposition Transport Spokesperson, David O'Byrne, in Hobart on 7 March.

EA's in Progress

The following is a list of EA's that I am currently working on. Some are near completion, some are just starting, and some are in the planning stage before negotiations commence. Please contact me directly with any queries about your EA below.

Agreement	Expiry Date
Flinders Ports Pilots	30 June 2018
FACT	31 March 2018
PLT	28 January 2018
TasPorts Pilots	17 November 2018
TasPorts Tugs	30 June 2019
TasPorts Corp	20 May 2019
Searoad Shipping	31 July 2017 (replacement 12-month deal expired before it was approved by FWC)
Toll Supervisors	21 October 2018
Toll Shipping	31 March 2019
Victorian Regional Channel Authority	First EA
Port of Hastings	4 December 2018
Serco	31 December 2018
Aurora Australis	30 June 2018
Aburri	22 December 2018

Ronja Huon	First EA
Portland Tugs	30 June 2018
DP World Supervisors	2 December 2019
DP World Superintendents	First EA
VICT	19 October 2019
Polaris Marine <i>'John Duigan'</i>	First EA
ASP Ship Management (TT-Line Fleet)	31 July 2019

Senate Inquiry

The Senate Rural and Regional Affairs and Transport References Committee is currently inquiring into: *'The policy, regulatory, taxation, administrative and funding priorities for Australian shipping'*. The deadline for submissions to this Inquiry is 5 March 2019 and the reporting date is 13 August 2019. In an election year the AMOU submission to this Inquiry will form the policy we will ask politicians to follow when we vote for them. Details on the inquiry, including the terms of reference, are available at: [Senate Rural and Regional Affairs and Transport Shipping Inquiry](#). Please advise if you have any comment on the terms of reference.

Industrial Reports – Chris Neiberding

Senior Industrial Officer (Sydney)

Brisbane Ferries

The Brisbane Ferries will be returning to the FWC on Tuesday 26th February and also taking industrial action on the 27th, 28th and 1st March. The Industrial action was endorsed by members at the last stop work meeting and continues to support the AMOU claims.

Stradbroke ferries

Stradbroke ferries EBA was voted up with a total of 35 in favour and 12 against. The EBA will now be filed for approval with the FWC.

Prodiver

The next meeting for Prodiver will be on the 12th March

Sydney Port Authority, VTS Fatigue

The AMOU met with members on 21st to go through a fatigue plan that was submitted to them by the Port Authority and with a few amendments and further consultation the parties may be coming close to an agreed trial.

Svitzer Darwin

The AMOU and AIMPE continue to negotiate the Darwin EBA. Outstanding issues include the percentage increase and some wording in clauses that are to be transferred from the National EBA.

Brisbane

The Brisbane 3-union caucus and POPS will be held over 27th and 28th February.

Sydney – Towage License

Svitzer, the Port Authority and all Maritime Unions met to discuss the Sydney License last week and during the meeting it was admitted to all in attendance that a previously held statement from the Port Authority that Engage Marine had signed the licence was not true and in fact that they had only showed an intent to sign. This was a major admission from the Port Authority. We will continue to consult with all parties, but this has meant a significant loss of trust.

Workplace Council

AMOU is currently getting together the list of representatives for the Svitzer workplace council.

Smit Lamnalco – Amrun

After the last Arum PWP meeting the parties have now divided the PWP into 2 sections one for Ferries and one for Tugs. We will have to go through the specifics before the next meeting, unfortunately every time we have agreement on something, by the time we reach the next meeting the agreed clauses have either had a slight change or been completely changed. This has caused a number of arguments and frustration when it should have been completed some time ago.

Industrial Report – Marty McEvilly

Industrial Officer (Sydney)

It's been another busy month here in the Sydney office. I'm starting to get used to the fact I'm not going to have many dull days working with the AMOU. A personal highlight was getting to meet the Executive Councillors for the first time when they held the EC meeting 5th to 6th February. I got to witness first-hand the dedication, passion and effort that our elected officials put into directing the future path of the Union. It's quite humbling and I'm continuing to learn every day about what it means to be involved in this industry. That also comes from every member and delegate that I meet or speak to - so I'd like to take this opportunity to thank you all. Below are some of the general matters I've been dealing with this month.

ASP Gladstone Bunkering Facility Enterprise Agreement

The next, and likely final negotiation meeting is due to take place in Gladstone on 15 March 2019. The company has outlined its preferred outcome to the three maritime Unions for the EA to cover the *Larcom* after our previous rounds of negotiations. We believe there is still some work to do on some aspects, including salary, span of hours, cap on redundancy and the inclusion of a Masters' indemnity clause. However, we are hopeful that we will be close to a final, agreed outcome in the coming weeks.

ASP RV Investigator Officers' Enterprise Agreement

Frustratingly for both members and the Union, we have not made any progress with this EA in the last few months. The company has not been moving towards reaching an agreement since late last year, despite our requests. As outlined previously the stumbling block is a claim related to service steps that the company had tabled and now are moving away from. Southern Area Senior Industrial Officer Jarrod Moran will be visiting the *Investigator* on 8 March 2019 when she is alongside in Hobart to discuss with the Officers on both swings how we finalise the EA and bring ASP back to the table.

ASP Rio Tinto Fleet Enterprise Agreement

This is another EA that has not progressed since our last update. We will continue to press the company to reach an agreement on this EA and to get something out to vote. We understand the frustration this is causing some of our members and we share in this. We are hopeful that we will see progress in the coming weeks.

Teekay Ocean Protector

We held a meeting with Teekay on 14 February 2019 to discuss the EA for the *Ocean Protector*. AIMPE officials including President Martin Byrne were in attendance and one of the outcomes was that AIMPE would prefer to have separate EA's to cover Deck Officers and Engineers. We respect the requests of the membership though the agreements will be largely identical as the terms were negotiated together. The meeting was productive, if somewhat frustrating, as it appears we are close to reaching an agreement though this is largely through Teekay refusing a number of our claims. We have got some good wins in the form of indemnity, Masters overriding authority and the dispute clause status quo provision. The

company wants to get an agreement out to vote in the coming weeks and we will let members know when this is to occur. We expect Engineers will vote down the agreement as their claim for an additional Electro-Technical Office has been declined.

Teekay Tanker Enterprise Agreement

Negotiations have finished and the terms of the agreement to cover the *Dampier Spirit* have been settled between the company and the Union. The EA has been going back and forth between the AMOU and Teekay to finalise the document and it is likely it will go out to members to vote very soon. If any members have any questions or concerns after they receive the document, please feel free to contact me or one of your delegates.

Teekay Dry Cargo Enterprise Agreement

Although this is still a difficult matter to discuss, particularly for those who have lost their jobs, the EA has been submitted to Fair Work for approval after being successfully voted up by members.

Roads and Maritime Service NSW

Negotiations for the RMS Consolidated Salaried Award have commenced, though we are still finalizing the combined log of claims for the Unions. This will be submitted in the coming days. There has been little feedback from our members and I ask anyone that would like to be involved in the negotiation process or who wants to discuss anything to be addressed to contact me at any time.

Harbour City Ferries

The Fair Work Commission has returned to the company with some questions regarding the recently agreed upon EA and some suggested undertakings. The company is in the process of preparing those and will revert to the Unions before submitting them to the Commission. They do not appear to be significant and we anticipate the EA will be approved in the coming months. At the time of writing, a decision has not been made regarding the contract.

There has been some sad news coming out of the ferries of late though, with the news that Captain Bill Thomas passed away. I know this has come as a blow to our members on the Sydney ferries. Our thoughts are with Bill's family.

Inco Enterprise Agreement

We succeeded in bringing Inco to the AMOU office for a meeting regarding the stalled EA talks on 30 January 2019. Talks were relatively productive and it looks as though they have committed to making progress in the coming months. One thing that was discussed was, based on feedback from some members, it would be preferable to have separate agreements for the NSW and VIC operations. Given their operational differences this appears prudent, though there will be some obvious overlap and we will attempt to keep them as consistent as possible. We have provided some of our initial claims and will be reaching out to all members in the coming weeks to finalise our log of claims.

Rohde Nielsen (RND Crewing) Enterprise Agreement

As you may recall from my previous updates, the company submitted an EA for approval in mid-2018, with conditions below industry standards. The employees have all nominated themselves as bargaining representatives, so we have had to fight to obtain standing to raise our concerns with the Fair Work Commission. The AMOU and AIMPE appeared before the Commission in Newcastle on 12 February 2019 and have made our case that the EA should not be approved. We are now awaiting a decision from Deputy President Saunders as to whether or not it will be approved.

Port Authority of NSW – Newcastle

Negotiations will start for the new EA in the coming weeks with our log of claims due on 08 March 2018. The existing agreement has a nominal expiry date of 30 June 2019, so we are keen to get the ball rolling and attempt to reach an agreement as soon as possible. Having spoken to our delegate, I'm confident we will have a good and effective negotiation process and I look forward to meeting some of the members in Newcastle when I'm there over the coming months.

Industrial Report – Glenn Walsh

Industrial Officer (Fremantle)

Pilbara Ports Authority

Despite requiring a second FWC conciliation conference, AMOU has resolved the PPA dispute with the support of local members. Even though the outcome fell short of our ideal resolution, the dispute served to remind PPA of their obligations under the EA, and importantly gave our members a voice.

Mackenzie Towage Bunbury

Five disaffected former AMOU members who were employed by Riverside have re-joined AMOU in order to commence an EA bargaining process with the new contractor – Mackenzie Towage. If successful in Bunbury, the intention is to roll out a similar EA with Mackenzie Towage Esperance, who have operated without any form of Union agreement since 1972.

With the assistance of members AMOU is formulating a draft EA and has notified Mackenzie management re initiating the EA bargaining process.

Southern Ports Pilots EA Bargaining

With the assistance of members AMOU has formulated a draft EA and has notified Southern Ports management of the intention to commence the next round EA bargaining process.

Disciplinary Matters

The remainder of my work has been in assisting members with grievance complaints, disciplinary processes and other enquiries.