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# **OFFSHORE ALLIANCE**

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# **YEAR IN REVIEW**

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# 2022

AWU WA BRANCH

# SECRETARY

REPORT

2022 has been a good year for many Offshore Alliance members but has also come with its fair share of struggles and challenges including the resurgence of COVID-19, a change of Federal Government, cost of living pressures and many hard-fought EBA campaigns.

The feedback I've received from our members is that our industrial, legal and admin team is second to none and I absolutely agree.

In all my time within the union movement, I've never seen such a level of commitment and focus on workplace power and member representation.

A key result of putting members first is being able to deliver significant and substantial industrial outcomes that we can all be proud of.

Our strategic approach and continued unity in 2022 achieved record growth that will provide and maintain the level of representation and resources required in a modern industrial environment.

The Offshore Alliance will continue to fight each and every day to lift wages and improve safety and working conditions.

We trust our Year in Review provides a quality summary of our industrial outcomes, membership engagement and overall Offshore Alliance activities.

I wish all our members a Merry Christmas and Happy New Year.

## Brad Gandy

WA Branch Secretary  
The Australian Workers' Union



MUA WA BRANCH

# SECRETARY

REPORT

2022 has been a big year for the Offshore Alliance and our members. The continued success of the Offshore Alliance in building our industrial capacity, further reinforces the decision of the AWU and MUA in 2018, to take a fresh approach to organising the oil and gas industry.

This year has once again been a year of industrial struggle with every win hard fought. Our members have stood strong and united against the world's biggest oil and gas corporations and their army of HR and IR managers, in-house lawyers and external law firms.

The Offshore Alliance commenced in October 2018 with zero members and an industry where employers dictated terms - literally. Four years on, we have over 2400 financial members with an opportunity to grow to 3,000 financial members by the end of next year. The growth in union density is the foundation of our industrial capacity and gives us the ability to fight for secure jobs, and a fair share of the massive profits being generated by the oil and gas operators.

The fight shown by our Shell Prelude members through 76 days of Protected Action, in their EBA campaign for secure jobs and transparent employment standards, has inspired workers right across our industry to unite for fair EBAs. It is a fight which our broader members have taken up across all sectors of the oil and gas industry. Our members continue to vote 'NO' to sub-standard non-union Enterprise Agreements by getting organised and getting unionised.

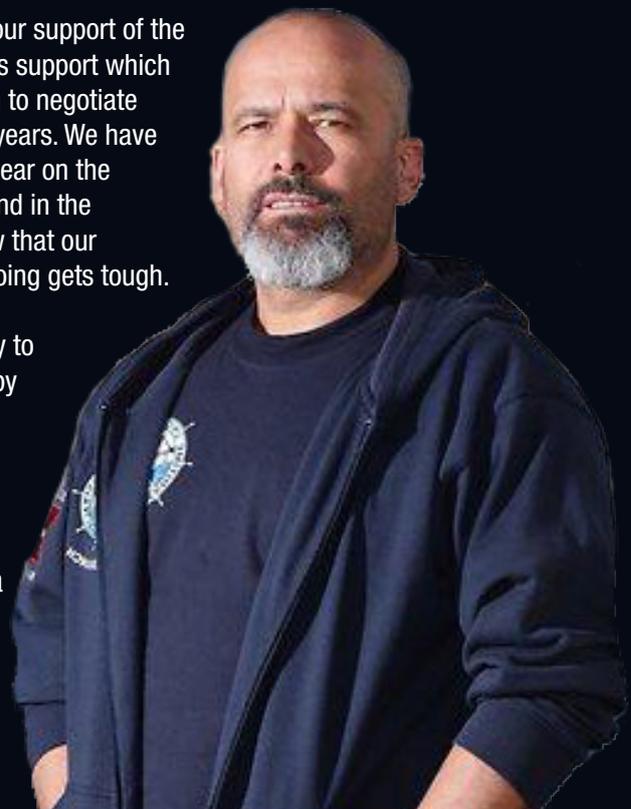
The Offshore Alliance has invested heavily in our legal resources to ensure we remain on the front foot in the representation of OA members. I want to thank Zach Duncalfe for his outstanding work in leading our legal team throughout the year, and the support from AWU and MUA lawyers Stephen Crawford, Eunice Ong, Luke Edmonds, Michael Quinn and Sumayyah Sayed. This legal backing ensured that our members have been able to confidently move through the bargaining process and exercise their workplace rights without fear. I also want to commend the great work of our Offshore Alliance team in Doug Heath, Ross Kumeroa and Jason Lipscombe.

I want to thank all members for your support of the Union throughout the year. It is this support which has made it possible for the Union to negotiate close to 50 EBA's over the past 4 years. We have some big challenges ahead next year on the Chevron and Woodside facilities and in the offshore drilling sector, and I know that our members will step up when the going gets tough.

I also want to take this opportunity to wish all members a safe and happy Xmas and New Year.

**Will Tracey**

WA Branch Secretary  
The Maritime Union of Australia



ZACH DUNCALFE

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# OFFSHORE LEGAL

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REPORT

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## FIGHTING ON SITE AND IN COURT

2022 has been the busiest year yet for the Offshore Alliance, both industrially and legally. One thing remains the same every year though – oil and gas employers using everything at their disposal to prevent or restrict their workers from exercising their rights through the collective voice of their Union.

The Offshore Alliance has fought for and protected its members' rights on countless occasions throughout the year. We have filed and argued for applications against some of the largest and most hostile employers in the country and we have consistently walked away with positive results.

Australia now has a very legalistic industrial relations system and given that oil and gas employers typically prefer to give money to lawyers rather than their workers, legal battles are becoming more and more common. In this environment, the importance of strategic, informed, and appropriate legal action and advice can't be understated. From the start, the Alliance has ensured that the union has had legal resources (both internal and external) that suit the hostile and complex matters the union faces when its opposition is oil and gas employers with increasingly deep pockets and a desire to maintain as much control of the terms and conditions of its employees as possible. A key commitment of the Alliance is to maintain a strong legal presence and capacity to ensure that its members are protected, and their interests advanced.

This year, the Alliance continued its industrial and legal strategy to empower workers' voices through collective bargaining, industrial action, majority support determinations, and bargaining orders. The Alliance also successfully fended off numerous threatened and actual legal attacks from employers which generally sought to stop or prevent industrial action being taken by Alliance members.

During the Shell Prelude dispute, the Alliance filed and defended nine separate applications to the Fair Work Commission to ensure that Alliance members could continue their industrial action against Shell to secure the incredible outcome they did.

In the current Woodside majority support determination filed by the Alliance, over the course of the past six months, the Alliance has defended ten separate applications (including two appeals and one application for an injunction in the Federal Court) made by Woodside. Every single one of these applications was successfully defended by the Alliance with the assistance of one of the best industrial relations barristers in the country.

In the PHI International Broome negotiations, PHI tried to prevent Alliance members who work as ramp staff at the Broome heliport from being represented by the Alliance in negotiations. The Alliance successfully applied to the Fair Work Commission seeking a determination that the Alliance can represent these members.

In the current industrial relations environment, three elements are key to ensure the success of workers: a united membership, a tireless and knowledgeable team of organisers, and effective and passionate legal representation. The Offshore Alliance is one of the rare unions with all three. Here's to the challenges we face together in 2023.

**Zach Duncalfe**

National Legal Officer  
Offshore Alliance

# OFFSHORE OIL & GAS

## IMPROVING INDUSTRY STANDARDS

Last year, the Offshore Alliance were engaged in a massive bargaining dispute with Jadestone which ultimately secured our members a very good EBA on the Montara FPSO. Our new EBA locked in job security and CPI indexed pay and conditions.

In 2022, we have made further gains with the oil and gas operators by locking in union-negotiated EBAs on the Pyrenees FPSO, Stag Platform and Ningaloo Vision. But it was our industrial battle with the Tier 1 operators which has grabbed the attention of the oil and gas industry and set a really good standard for our bargaining negotiations with Chevron and upcoming negotiations with Woodside.



## INPEX CPF & FPSO EBA

In early 2022, our INPEX members on the INPEX CPF and FPSO voted up an EBA which has helped establish industrial standards for the Tier 1 operators. But it did not come easy. INPEX spent much of 2020-2021 opposing bargaining in the Fair Work Commission, and in a subsequent secret ballot of INPEX employees, 94% of the offshore and onshore workforce voted 'YES' for bargaining for an EBA.

Our INPEX members were the first Tier 1 oil and gas workforce to take industrial action in well over 30 years, and it was a fight worth having. Members locked in direct-hire jobs with INPEX, stopped the sacking of interstate employees, improved overcycle entitlements, agreed annual wage increments, and a remuneration package topping out at \$353,000 per annum on a locked-in 40% roster.



The struggles of our INPEX members helped establish the standard for the monumental battle we had with Shell on the Prelude FLNG.

## JADESTONE EBA

The Offshore Alliance and Jadestone members have successfully negotiated an EBA which secures union pay, conditions and job security. 100% of our Stag members voted up Protected Industrial Action to provide industrial leverage to help secure industrial outcomes, the Offshore Alliance was able to get Jadestone to settle the bargaining claims without the PIA having to commence.

Offshore Alliance bargaining reps successfully secured:

- Job Security clauses ensuring contractors cannot be paid less than EBA rates;
- A 2-2-2-4 roster locked into the agreement which secures the current 40% roster;
- Offshore Allowance, Commute Allowance, Health Allowance (\$6600);
- 14% superannuation;
- Income Protection;
- Annual pay increases starting from first anniversary of CPI (capped at 4%) on salary; and
- Preservation of all higher salaries with indexation of salaries.



Jadestone's Operations management and external IR negotiators for the Stag EBA negotiations were a massive improvement on the 'bargaining team' Jadestone took into the Montara EBA negotiations and showed that it is possible to negotiate an EBA without a dispute, if management is able to not get hung up on ideology. The Jadestone Stag crew and members can be proud of their efforts of backing in their workmates in a unified and principled campaign to secure a union-negotiated EBA.

## SANTOS VARANUS ISLAND EBA CAMPAIGN

The low-cost, low-budget operating model which Santos are operating under, has no place in the West Coast oil and gas industry. In our recent campaign for a new EBA, our members went one day longer, and one day stronger than Santos.

Recently the Santos workforce voted down Santos' miserable pay offer, in a proposed EBA which failed to lock in key employment terms.

After 128 days of PIA the Offshore Alliance and our Santos members have reached an in principle agreement for a new EBA. This outcome has been secured just 3 days after members had overwhelmingly rejected Santos' earlier sub-standard EA proposal. The revised in-principle EBA has secured the majority of our members bargaining claims. We salute the Santos Varanus Island membership for the stand they took over the past 128 days.

Dare to Struggle, Dare to Win! And our Santos members did both!



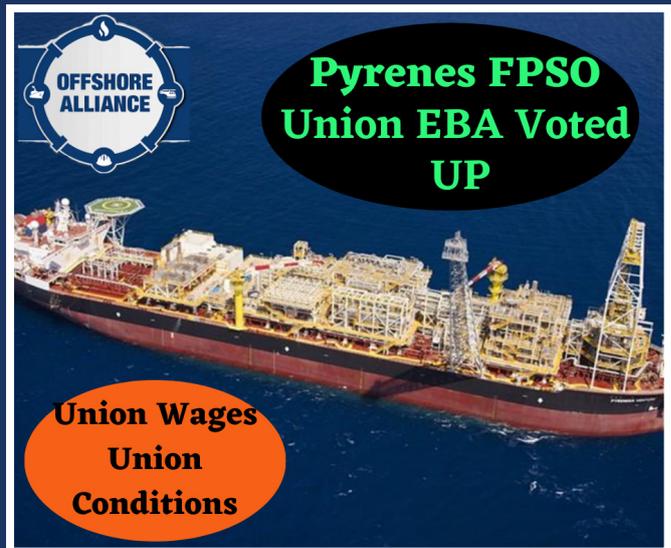
## MODEC PYRENEES VENTURE EBA

Earlier this year members on the Pyrenees Venture overwhelming voted up a new Enterprise Bargaining Agreement which maintains Union EBA standards for those workers.

The EBA locked in the 40% roster, wage increases which as a minimum will never drop below CPI, and base salaries ranging from \$194K to \$286K per annum.

Offshore Alliance bargaining reps negotiated job security provisions that ensure labour hire/contractors engaged by MODEC are paid no less than the EBA rates of pay. The union has also secured redundancy provisions which increase redundancy entitlements by an additional 19 weeks for our longest serving members.

The new EBA delivers members 14.5% superannuation, a new Lead GSO classification, improved training, demob and job-sharing provisions and a pandemic clause to deal with mobilisation issues arising from Covid-19.



## TEEKAY NINGALOO VISION EBA

As this end of year review goes to print the Offshore Alliance has reached an agreement in principle with Teekay for a new EBA to cover members on the Ningaloo Vision for the next 3 years. Our members will receive an improvement in their redundancy entitlements in the new EBA. This was a key bargaining claim in consideration of the likelihood of the Ningaloo Vision being at the end of its working life on the Australian coast, and members being made redundant during the term of the new Agreement.

Offshore Alliance members have secured an EBA on the Ningaloo Vision which includes:

- A 3 year term expiring in February 2026;
- Annual wage increases of 5%;
- A redundancy package consisting of an additional \$25,000 payment, plus the removal of the current redundancy cap of 12 weeks after 10 years' service. Members will also continue to accumulate redundancy entitlements that will see 10 years' service equalling 17 weeks' pay and will continue to accrue an average 1.5 weeks' pay per year thereafter; and
- The conversion of long-term fixed term contractors to permanent positions.

The agreement will go to vote in the new year, and we expect it to be overwhelmingly supported by members.

**DARE TO STRUGGLE.  
DARE TO WIN.**

# CONTRACT RESOURCES



Over the past few months, the Contract Resources Offshore Alliance members have industrially positioned themselves to be well prepared for bargaining in 2023. Contract Resources issued the NERR 14 days out before Christmas, some 8 months before the expiry of the current enterprise agreement.

Our members intend on bargaining for industry standard outcomes with Contract Resources management. In light of the challenging scope of work the Offshore Alliance our members have to deal with, they deserve to be paid well and receive industry standard conditions.

The current CR rates are well short of where they need to be and the Offshore Alliance will be backing in our members in bargaining next year.

The Offshore Alliance will not be taking a backward step when representing Contract Resources members at the bargaining table in 2023.

## IAS GROUP – MEMBERS GETTING ORGANISED TO BARGAIN

IAS Group is one of the many UGL entities in the resources industry in WA. The IAS Group was purchased by UGL a few years back.

After purchasing IAS, UGL mislead many of their IAS employees into believing they were employed directly by UGL, when signing contracts of employments for IAS. Dodgy stuff.

Spreading their labour across both onshore and offshore maintenance over the past 12 months, their base line agreement is up for negotiations in 2023.

The Offshore Alliance will be pushing back against IAS to ensure members achieve industry standard employment conditions when bargaining commences next year. Similar to Ventia, AGC and CR's, IAS Group is another base line agreement we will be targeting in 2023.

## APPLUS - NDT CREW



Earlier this year, the Offshore Alliance bargained for a new EBA for our Non-Destructive Testing (NDT) members on Woodside facilities.

It took 2 'NO' votes before an EBA was sorted, but 85% of the Applus NDT crew backed in an EBA which delivered members 5% pay uplifts in Years 1 and 2 of the EBA, improved rosters and hours of work, and an increase in local living allowances.

It was a solid result for our NDT members at the Karratha Gas Plant and Pluto.

# APPLUS AICIP & NACE INSPECTORS

The Offshore Alliance has nothing but respect for our Applus AICIP & NACE Inspector & Rope Access members on the Woodside facilities, who took 75 days of Protected Industrial Action last year, to lock in a Union standard EBA.

The Applus Woodside facility membership replaced dodgy common law contracts with an EBA which restored many of the rates and conditions which had been incrementally stripped away over the previous decade.

This year has been a year of consolidation, with the Applus crew on Prelude securing an AICIP & NACE Inspectors EBA with the following outcomes:

1. From July 2021 – 2022 total of 14% uplift on rates of pay;
2. Perth CPI pay increments in each year of the EBA;
3. Rope Access Allowance for all hours;
4. Offshore & Overcycle allowance;
5. Cyclone payments;
6. Isolation/Quarantine payment;
7. Travel payment of 12 hours for mobilisation and de-mob; and
8. 4-hours travel payment to Broome.

Great work by the Applus Prelude crew in stepping up and ensuring that the Woodside facility standards flow through to the broader oil and gas sector.

The Offshore Alliance is currently negotiating an EBA to cover AICIP & NACE Inspectors across the onshore and offshore oil and gas sector.



ONE DAY LONGER,  
ONE DAY STRONGER.

# INDUSTRIAL ACTION

## SHELL PRELUDE FLNG EBA

When bargaining first commenced with Shell in early 2021, Shell had no intention of negotiating anything other than a meaningless baseline Enterprise Agreement. It was apparent early in the negotiations that Shell's desire to have the 'flexibility' of contracting out permanent jobs to low-wage labour hire contractors was going to be the line in the sand in the bargaining negotiations.

Following significant intransigence by Shell in negotiating our log of claims, our Prelude members were faced with two options. Cop a dud deal and see jobs contracted out or fight for secure jobs and good employment conditions. And fight they did.

Who would have thought that a Company would burn through \$1.5 Billion of lost production and revenue in an ultimately failed effort to have the flexibility of outsourcing jobs? But this is exactly what Shell did.

The Offshore Alliance cannot speak highly enough of the efforts and resilience of our Prelude members who engaged in 76 days of industrial struggle before agreement was reached on a new EBA. This was one of the best industrial campaigns in the 4-year history of the Offshore Alliance and members locked in the following outcomes:

- Secure jobs which cannot be outsourced to low-wage labour hire contractors;
- Upfront salary increases of between \$30K and \$70K and agreed annual increments thereafter;
- Agreed classification structure and level progression;
- Overcycle increasing to x 1.5;
- Salary continuance;
- Rosters locked in;
- Disputes arbitrated in FWC; and
- Significant improvement in employment conditions.

During the 76 days of industrial struggle, members stared down the threat of a lock down, banned offtakes from the Prelude, took daily stoppages of all work and maintained Protected Industrial Action work bans.

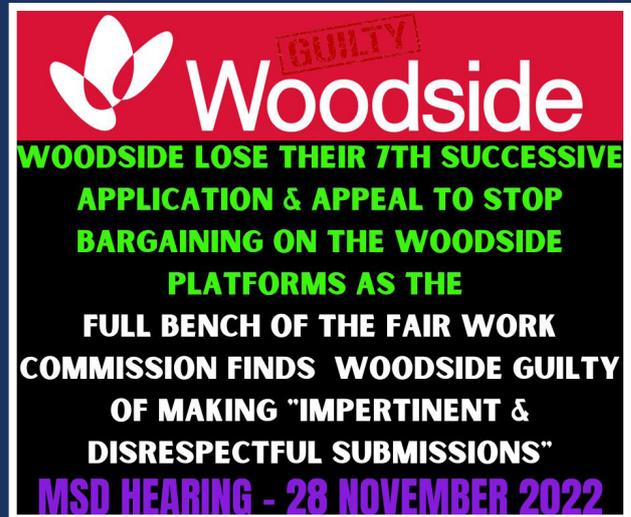
Shell demonised their Prelude workforce and the Union in the media, exaggerated our bargaining claims, invented stories about the status of bargaining and attempted (unsuccessfully) in the Fair Work Commission to stop our PIA.

Eventually, pragmatism kicked in and through the assistance of the Fair Work Commission, agreement was reached on all key issues. The Prelude EBA campaign put every offshore employer on notice about our preparedness to go one day longer and one day stronger in our fight for industry standard Enterprise Agreements.



# LEGAL ACTION

## WOODSIDE PLATFORMS EBA CAMPAIGN



In June this year, the Offshore Alliance sent Woodside formal legal correspondence requesting they commence bargaining for an EBA on the GWA, NRC and Angel Platform. Following Woodside's blinkered approach to negotiating fair industrial outcomes, the Offshore Alliance filed a Majority Support Determination application with the Fair Work Commission to force Woodside to the negotiation table.

Woodside have adopted the most hostile approach of any of the oil and gas operators to date, in their refusal to accept the decision of the industrial umpire or agree to bargain for an EBA. Woodside have filed 9 successive delay Applications and Appeals since we lodged our MSD application and they have lost every single legal proceeding to date in the FWC and Federal Court.

Woodside have spent over \$1.5 million in legal fees to try and stop the Platform workforce from bargaining and their hostile intransigence has been nothing short of disgraceful. The Union is very confident that we will succeed in our MSD application and Woodside's legal obstruction has been nothing but embarrassing.

The Offshore Alliance is anticipating the Fair Work Commission will hand down its decision on our right to bargain early next year. The Union will not only commence the bargaining process on the Platforms but will seek to also commence bargaining on the FPSOs, KGP and Pluto.

Despite Woodside's increasing rates by 10-12% to 'align' with BHP standards, their rates and conditions still need significant adjustment. Importantly, Woodside employees want secure jobs and to not have their jobs contracted out. Employment conditions need to be locked in stone and the idea that employment terms can be properly secured and enforced by a Deed-Poll is farcical.

# NEGOTIATING EBAS

## CHEVRON PLATFORMS EBA CAMPAIGN



Chevron are neck and neck with Woodside in the contest for which company is most opposed to workers having secure jobs and industry standard employment conditions locked into a union negotiated EBA.

During bargaining, Chevron's bargaining team have been incredibly abrasive and demanding. Chevron are demanding that they have the right to have the flexibility to replace permanent workers with labour hire workers.

They are demanding the right to have subjective assessments built into their classification structure. Chevron wants the right to be able to unilaterally transfer employees onto different rosters on a temporary basis, but will not define what 'temporary' is.

There is no doubt that Chevron HR are heading down the path of Prelude with their approach to bargaining. Our members will not be accepting a second-rate bargaining outcomes from a company that has been overtly hostile in all of our dealings with them.

At the same time we are bargaining with Chevron on the Platforms, the Offshore Alliance has commenced a campaign to recover \$40 million of superannuation which the Union believes Chevron have ripped off its operations workforce over the past decade.

## GORGON FACILITY AND WHEATSTONE DOWNSTREAM

In mid-December, Chevron have belatedly agreed to commence bargaining on the Gorgon and Wheatstone Downstream facilities. This has come after about 90% of employee signed bargaining petitions calling for Chevron to commence bargaining for an EBA.

Unfortunately, Chevron have once again shown that they are a Company who can't be trusted, as they are trying to deny approximately 50 Production Technicians and Production Specialists from being involved in the bargaining negotiations. This dispute is heading for the FWC if not resolved.

2023 is looming as a huge year for the Chevron facilities workforce. Our union membership is solid and we are looking to have close to 90% membership by year's end. With over 450 union members bargaining for fair industrial outcomes, it would take an extremely naïve HR Department to think they can continue along the same failed path they have taken in the last few years and reach agreement. Chevron's HR/IR Department is in turmoil and unless they properly engage with the Union and their broader workforce, negotiations will be far from smooth.

# MAINTENANCE

## REPLACING BASELINE AGREEMENTS INDUSTRY-WIDE

Over the past 4 years, the Offshore Alliance have incrementally been replacing baseline maintenance Agreements with Union-negotiated EBAs. We now have Enterprise Agreements with Monadelphous on the INPEX, Woodside and Shell facilities, Kuiper on the Shell and Woodside facilities, Trace JV on the INPEX facilities, Legeneering on the Woodside FPSOs and Downer (infrastructure) at Barrow Island and Wheatstone Downstream.

## MONADELPHOUS – KGP & PLUTO

This year, the Offshore Alliance has negotiated a new EBA with Monadelphous at KGP and Pluto, setting good benchmark rates and conditions in the process. This includes addressing long-standing issues with the roster and hours of work. This EBA did not come easy however, with members overwhelmingly voting down a sub-standard EA rolled out by the Company prior to the Union EBA being locked in.

## UGL - KARRATHA GAS PLANT & PLUTO

At the time of writing, our UGL members, who undertake the other key maintenance contract at the Karratha Gas Plant, are in the midst of a Protected Industrial Action campaign to get the UGL-IASIS agreement pay rates up to those experienced by our members on the Monadelphous Enterprise Bargaining Agreement.

UGL's industrial relations team has once again shown that their strategy is in tatters and that they have absolutely no capacity to constructively engage with their workforce in order to reach mutually agreed bargaining outcomes.



## UGL - VARANUS ISLAND



UGL HR can't win a trick. The same mob who are in charge of enterprise bargaining for the Karratha Gas Plant facility are also running out UGL's bargaining strategy at Varanus Island.

What a shambles, as our UGL Varanus Island members have rejected UGL's sub-standard bargaining proposals, as our members have done at the Karratha Gas Plant.

It is likely that the Protected Industrial Action Ballot application will be lodged with the Fair Work Commission and PIA will commence early in the New Year.

## DOWNER EDI – CHEVRON FACILITIES

In what was a great outcome for the Downer EDI maintenance crew at Gorgon and Wheatstone Downstream, Downer EDI and our members agreed to a new EBA which provided for an immediate uplift of 11% in wages, and 21.5% over the life of the EBA.

Members can be proud of their efforts to get organised, unionised, voting down a sub-standard EBA and voting up Protected Industrial Action before we finalised the EBA.

Great work by the Downer EDI crew!

**DOWNER CHEVRON FACILITY CREW SECURE  
A 21.5% INCREASE IN WAGES OVER THE  
TERM OF A NEW UNION NEGOTIATED  
ENTERPRISE AGREEMENT**

**IF YOU DON'T FIGHT YOU LOSE!**



## AGC – CHEVRON FACILITIES



**AGC Reckon They Lost \$59 Million in the Last Financial Year. Where Did the Money Go AGC, As It Didn't Get Spent on Paying Industry Standard Wages?**

AGC are a mess – both financially and industrially. After years of cutting wages and conditions by using a myriad of dodgy baseline Agreements, their shares are now frozen on the Singaporean Stock Exchange. AGC's share price has dropped 70% since the start of the year and they have defaulted on interest re-payments on \$40 million of debt.

AGC's HR are running the line that their parent company's financial mess has nothing to do with AGC. This is clearly incorrect as AGC have had to flog their Kwinana property just to keep afloat – and there is a real concern that AGC will follow in

the footsteps of Clough and be put into Administration. The Offshore Alliance won't be backing down on our campaign for AGC to put members' annual leave and severance entitlements in trust to ensure members get paid out if (and probably when) AGC go belly up.

In the event AGC survive their self-inflicted financial mess, the Offshore Alliance will be getting ready to commence bargaining in the New Year and to fix the rates and conditions of the AGC workforce employed on the 3 Chevron facilities.

## VENTIA - CHEVRON FACILITIES

Whilst Ventia's rates are currently above the rates of pay received by our AGC members, they are still well under industry standards and the Offshore Alliance will seek to change this.

The Offshore Alliance are getting organised for the upcoming bargaining campaign with Ventia.

We are ready and will make sure that no one is left behind. Your union is ready to fight and it is likely that there will be plenty of industrial activity on the Chevron facilities in the coming year.

# OFFSHORE CONSTRUCTION

## MCDERMOTT CONSTRUCTION

As always, offshore construction work has ebbed and flowed throughout the year with McDermott having the bulk of the work. One noteworthy dispute which we had with McDermott earlier this year was their replacement of Australian offshore construction crew with exploited foreign labour.

When members contacted the Offshore Alliance, we secured a good result with those displaced members getting their jobs back and work until the end of the project.

The handful of workers who were non-union and replaced by foreign labour were shafted with no job, no thanks, and no remuneration. That was the outcome for the small number of offshore construction crew who have rolled the dice with having zero industrial representation.



# ROV PILOTS

## REMOTELY OPERATED VEHICLE PILOTS (ROV)



Our ROV members can be very proud of their achievements over the past couple of years, and this year in particular.

The TMT ROV workforce kicked off the bargaining campaign last year and it has now been followed by successful EBA campaigns with DOF, Fugro, AOS (Subsea 7 work scope) and OSM.

We now have 6 union negotiated EBAs, with the industry benchmark rates for a Superintendent being \$1,893 per day and a Senior Pilot at \$1,553 per day.

The Offshore Alliance have now replaced all key non-union EBAs with Union EBAs and we will be looking to further improve on these Agreements in our 2nd generation Agreements.

It has been great to see the ROV workforce embrace a collective approach to negotiating employment terms and get the ROV sector back on track.

# OFFSHORE CATERING

## NORTHERN ENDEAVOUR CATERING DEAL SECURED

The Offshore Alliance successfully negotiated a new EBA to cover members on the Northern Endeavour.

Thanks to the efforts of our rank-and-file catering members, the proposed EBA will deliver a 5% up-front wage increase and a minimum of 4% or CPI (whichever is greater) in the second year of a 2-year EBA.

We have also locked in a job security clause which is a fundamental bargaining claim in all of our bargaining negotiations across the Offshore sector. Our members' job security is a priority of the Offshore Alliance and we are committed to stopping the race to the bottom.

The Northern Endeavour's time on our coast is nearly done but the Offshore Alliance has ensured that our catering members on the Facility continue to receive industry standard rates and conditions.



## WHEATSTONE PLATFORM

**OFFSHORE ALLIANCE ESS WHEATSTONE PLATFORM CREW VOTE 100% 'YES' FOR A NEW UNION-NEGOTIATED EBA**



Great work by our ESS members working on the Wheatstone Platform in their 100% support for a union negotiated EBA which delivers:

- Greater job security;
- An upfront pay increase of 5.7%;
- Improved training provisions;
- Improved overcycle; and
- Compassionate leave.

Thank you to our bargaining reps who have done an outstanding job in organising the crew and ensuring we secured a good EBA for our catering members.

100% UNION.  
100% SECURE.

# OFFSHORE DRILLING

## VALARIS DRILLERS FIGHT FOR BETTER DEAL



The Offshore Alliance kicked off its offshore drilling campaign earlier this year. In early February we were approached by Valaris workers who had engaged a dodgy shyster lawyer to assist them with bargaining.

After the best part of \$15,000 was burnt before the negotiations had even started, Valaris workers realised they were being taken for a ride and reached out to the Offshore Alliance seeking assistance to bargain.

We are pleased to report that our first EBA for our drilling campaign is now in place for Valaris members. Valaris members overwhelmingly voted up the new EBA which will deliver members wage increases up to 24% over the life of the Enterprise Agreement. The new EBA will ensure that a number of the top drill classifications will secure contract salaries over \$300K by the end of the new EBA.

Below are the other key conditions achieved for Valaris members:

- Annual CPI pay increases capped at 6% (with a floor of 3%);
- 15, 100 LAHA;
- Security of all contract rates (with increases applying to all current rates);
- Overcycle Rate of x 3 (3 x the Day Rate);
- Quarantine pay to be paid at the training day rate;
- Call Back loading of 100% hourly rate;
- An additional week of annual leave;
- Maintenance of Attendance Bonus;
- Salary continuance provisions;
- Improved redundancy provisions
- Training pay for E-Learning (1 day for 4 hours + training)

Great work by the Employee Bargaining Reps and the rank-and-file Valaris crew in pushing for good industry outcomes.

The Valaris crew have set a good benchmark for the offshore drilling labour hire EBA campaign which will ramp up over the next 6 months with Rigforce and Atlas.

# ALL HANDS ON DECK

## MARINE-DECK OFFICERS

### THE MONTARA FPSO ENTERPRISE BARGAINING CAMPAIGN RE-VISITED

**Took Protected Industrial Action?**

OFFSHORE ALLIANCE: **YES**

AMOU: **NO**

**LOCKED IN JOB SECURITY ?**

OFFSHORE ALLIANCE: **YES**

AMOU: **NO**

**SECURED UNION WAGES & CONDITIONS?**

OFFSHORE ALLIANCE: **YES**

AMOU: **NO**



The Australian Maritime Officers' Union (AMOU) has spent nearly 2 years taking the union dues of hard-working Deck Officers with members seeing no real benefit from their membership. It was only after the Deck Officers joined the Offshore Alliance that the AMOU decided to do 'something'.

To give this some context the Offshore Alliance were approached by several Programmed Marine employees around September of this year to assist in the negotiation of a new Enterprise Agreement to replace the Programmed Marine Offshore Oil and Gas Industry Deck Officers Agreement 2017. The nominal expiry of this agreement was March 2021. This EBA was 19 months past it's nominal expiry! We were advised by disgruntled Deck Officers that advances had previously been made by them to the company and the AMOU regarding bargaining for a new EBA.

Unfortunately, the AMOU were asleep at the wheel and workers covered by the expired agreement had been left in limbo for 19 months at a time where Oil and Gas profits are high and skilled labour is in short supply! Make no mistake, there has been never a better time to bargain than now for workers in this sector.

Therefore, the Offshore Alliance weren't going to back down and allow this situation to continue and advised the Atlas Deck Officer workforce that we would step up to the plate to assist them to bargain for a new EBA. To facilitate bargaining, we wrote to Atlas Professionals CEO Jim Caldwell advising that our rules provide coverage of workers under the engaged expired enterprise agreement and wished to commence bargaining.

Despite some initial resistance from Atlas that resulted in a conciliation conference with FWC, and the pissing and moaning from the AMOU, we eventually proceeded to the bargaining process with the first meeting set down for early December.

Working with our members we have compiled a strong log of claims in which we will, with the assistance of members, fight for the return of lost conditions that have been allowed to be eroded under the watch of the AMOU.

If you work Offshore, the Offshore Alliance is YOUR UNION.

# HELICOPTER ENGINEERS

## HELICOPTER ENGINEERS JOIN THE OFFSHORE ALLIANCE

Employers across the oil and gas industry have spent considerable legal resources on trying to block the Offshore Alliance from representing workers engaged in or in connection with the oil and gas industry.

The Helicopter companies have been no different in this regard and both PHI and CHC have failed in their efforts in blocking the Offshore Alliance from representing Aircraft Engineers. Further to this, the Fair Work Commission has ruled in favour of the Offshore Alliance having representational rights to cover helicopter ramp crews.



## PHI KIMBERLEY ENGINEERS & RAMP STAFF

After 4 years of being stuck on a sub-standard Enterprise Agreement which sat well under the historical rates paid to Aircraft Engineers and Ramp Staff, the PHI workforce in Broome got organised, unionised, and took Protected Industrial Action to secure very good bargaining outcomes.

The Offshore Alliance and ALAEA negotiated the following:

- An additional 3 weeks paid annual leave;
- \$10,000+ uplift in rates;
- CPI indexation on salaries
- Roster and job security provisions
- Significantly improved employment conditions.

**PHI KIMBERLEY EBA GETS VOTED UP & LOCKED IN FWC**

**OUR MEMBERS DARED TO STRUGGLE & DARED TO WIN**

**OFFSHORE ALLIANCE**  **YOUR OIL & GAS UNION**

The Kimberley Aircraft Engineers' hard-fought union EBA and conditions have empowered their colleagues in the Gascoyne and Pilbara to get a better deal from their employer.

## PHI GASCOYNE & KARRATHA

In a good outcome for PHI Aircraft Engineers commencing work on PHI's new Gascoyne operations, the Offshore Alliance and ALAEA have secured parity on all rates and conditions with the Kimberley EBA.

We have also locked these into the employment standards through a Greenfield Enterprise Agreement for when the Gascoyne projects begin.

For historical reasons, the PHI Karratha Aircraft Engineers are amongst the best paid Aircraft Engineers on the West Coast. The Offshore Alliance and ALAEA are still bargaining with PHI and have made it clear that we want CPI indexed salaries (currently 7%) or 3%, whichever is greater.

## CHC AIRCRAFT ENGINEERS

The CHC EBA negotiations have dragged on with most key issues resolved – other than the critical issue of salaries.

Offshore Alliance and ALAEA members have made it clear to CHC that we are not going to cop our members going backwards in comparison with the surge in CPI over the past 12 months.

Members recently voted down a sub-standard pay offer from CHC and Protected Industrial Action is almost inevitable.



# 2023 IN OUR SIGHTS

## OFFSHORE DRILLING LABOUR HIRE CAMPAIGN

The Offshore Alliance has been working with members over the course of this year to get organised and gear up for a campaign to take on the likes of Atlas and Rigforce to sort out the current landscape of dodgy baseline agreements read in conjunction with employment contracts.

Terrible salaries, poor over cycle rates, substandard wage increases and travel pay are just a few of the things workers in the drill sector are crying out to have fixed!

It has become clear to the Offshore Alliance that the rank-and-file working in the sector are fed up with the current baseline garbage that's prevalent across the drill sector. 2023 presents a massive opportunity for Drill Sector workers to push back and fight for standards that are being achieved in other areas of the oil & gas sector.

We kick off bargaining with Rigforce in December 2022 and will have Atlas at the table in the early part of 2023. Now will be the time for Drill sector workers to push back and no longer accept anything less than what is the norm across other areas of the industry.

# DECOMMISSIONING WORK AND EBA'S

With a projected \$50 billion of decommissioning work forecast over the next 3 decades, decommissioning will play an increasingly significant role in the future work scope of oil and gas workers.

Earlier this year, the Offshore Alliance negotiated a decommissioning EBA with Monadelphous for the Northern Endeavour.

This is a good first generation EBA with rates at the top end of the maintenance contracting sector. Over time, we will be pushing for a De-Commissioning loading to align with the 20% Hook Up Commissioning allowance which has traditionally been paid to offshore commissioning employees.



## A NEW FACE TO JOIN THE ALLIANCE TEAM

The Offshore Alliance welcomes Rory Pearson to our Organising team in 2023. Rory has spent the last decade working on Woodside's GWA and NRC Platforms and FPSOs as a Scaff/Rigger/Deck Crew, and has done a bang up job representing Offshore Alliance members on the Woodside Platforms since bargaining commenced in October 2018.

Rory comes with the full support of his workmates who can attest to Rory's unbending commitment to improving the job security and pay and conditions of oil and gas workers.

Rory will be on board with the Offshore Alliance in late January and he's looking forward to the challenge ahead.





# YOUR OIL AND GAS UNION



JOIN THE FIGHT FOR A BETTER  
OIL AND GAS INDUSTRY TODAY.



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