



2023

YEAR IN REVIEW

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AWU WA BRANCH

SECRETARY

REPORT

2023 has certainly been another challenging year for many Offshore Alliance members and their families through the rise in interest rates, rent and significant increases to the cost of living.

In these tough times we need to support each other more than ever before.

The team I lead understands the impact that these challenges have on our members and what level of support is required at your workplace when you need it the most.

We have been fighting back against the cost of living increases by strategically negotiating and enforcing our workplace power with employers who don't understand or appreciate the worth of their workers, our members.

The AWU through our alliance with the MUA continued standing up to multinational oil and gas companies, winning the right for our members at Woodside and Chevron to negotiate an agreement on their facilities. Woodside members, after a protracted fight and the looming threat of industrial action, were able to strike a deal at the 11th hour bringing international gas markets, media, and vested interests to their knees.

The Offshore Alliance has spent 5 years improving industry standards and pushing back against some of the biggest companies operating in Western Australia.

Since 2018 the Offshore Alliance has:

- Grown our membership to 3,000 with a significant increase throughout 2023;
- Improved our coverage to have a member on every offshore facility operating in Western Australian waters;
- Negotiated over 60 Enterprise Bargaining and Greenfields Agreements;
- Taken over 500 days of industrial action;
- Improved safety standards across the offshore oil and gas sectors; and
- Won countless legal battles against the big end of town.

This is just a snapshot of the many ways the Offshore Alliance is representing your interests in your workplaces.

Brad Gandy

WA Branch Secretary

The Australian Workers' Union



MUA WA BRANCH

SECRETARY

REPORT

The establishment of the Offshore Alliance in October 2018 was in response to the over-reach of oil and gas majors and their contractors, in taking highly skilled Australian oil and gas workers for granted.

The Offshore Alliance was established on an organising model of being a member-driven union which had the full support of our organisers, lawyers and the Branch leadership of the AWU and MUA.

It wasn't that long ago that oil and gas facilities were dominated by meaningless common law contracts and morally bankrupt and industrially barren Baseline Agreements.

Along the way, the oil and gas majors and contractors tried to block Offshore Alliance organisers from representing members and did their best to delay, frustrate and prevent their respective workforces from exercising their lawful right to bargain for union-negotiated Enterprise Agreements. The Offshore Alliance and our members ultimately won every one of these battles.

But there are plenty of challenges still in front of us. We are currently negotiating 25 EBA's and are actively campaigning for new offshore oil and gas facilities to be built. The campaign to ensure that oil and gas jobs are filled by highly skilled Australian oil and gas workers is a campaign which is non-negotiable. It's our coast, our resources and they are our jobs.

I want to thank all members for your support and wish you and your families a happy Xmas and all the best for the New Year.

Will Tracey

WA Branch Secretary

The Maritime Union of Australia



OVERVIEW

5 YEARS FIGHTING FOR YOU

GROWTH

Our membership has increased to over 3,000 financial members in 5 years since 2018 which includes a growth of over 30% in 2022-2023.

COVERAGE

Our union coverage now includes Production, Maintenance (Mechanical, Electrical and Instrumentation, Scaffolders, Riggers, Painters & Blasters), Offshore Construction, Aircraft Engineers, Helicopter Ramp Staff, Catering, ROV, Inspection (AICIP & NACE), Chemists, Deck Officers, Marine Engineers, Supervisors, HVAC, Medics, Offshore Drilling, Well Intervention, Helicopter Pilots, Lab Techs, Operators, GSO's, Surveyors. We now have members on ALL offshore and onshore oil and gas facilities in Western Australia.

ENTERPRISE BARGAINING AGREEMENTS

We have negotiated 65 EBA's since October 2018 – in every area of Alliance coverage and are currently negotiating 25 EBA's. We have successfully completed 17 Majority Support Determination (MSD) applications in Fair Work to force employers to commence bargaining with the Alliance.

INDUSTRIAL ACTION

Our members have taken over 500 days of Protected Industrial Action in bargaining campaigns to lock in union agreements across the oil and gas industry.

SAFETY

We have improved safety standards across the oil and gas industry and have claimed our seat at the table representing oil and gas workers in peak bodies and occupational health and safety forums.

IN FAIR WORK AND THE COURTS

In 2024, we are set to increase our industrial team from 3 Organisers to 5 Organisers. We currently have 2 lawyers, an industrial officer and external lawyers working for the Offshore Alliance. Achieved numerous successful prosecutions of employers in the Industrial Magistrates Court and Federal Court for underpayment of wages and conditions and overturned (cancelled) countless Baseline Agreements that were negotiated without any union or employee involvement.



LEGAL REPORT

INDUSTRIAL AND LEGAL STRENGTH

ZACH DUNCALFE - SENIOR NATIONAL LEGAL OFFICER

2023 has been another busy year for the Offshore Alliance, our fifth year in operation. To think just five years ago the Offshore Alliance was effectively a single organiser and one lawyer trying to navigate Australia's complex industrial relations system against a hostile, virtually union-free industry with barely any industrial strength and only a fraction of the legal experience compared to what we have today.

Now, we are a sophisticated, well-resourced and experienced union, unrivalled in the sector both industrially and legally. Five years ago, the industry was fighting the Alliance in an attempt to stop us from getting a foothold in the sector, now they fight us to delay what has become the inevitable – if you employ an Offshore Alliance member, you will need to deal with the Offshore Alliance.

The legal strategy throughout 2023 was the same as always – to support the Alliance's industrial campaign to ensure the voices of oil and gas workers are heard, their jobs secure, and their terms and conditions of employment are improved every year. The Alliance's commitment to strong and capable legal representation continued and expanded throughout 2023. With the assistance of committed members and tireless organisers, the Alliance did not take a backwards step legally in 2023.

In the Woodside NWS dispute, the Alliance filed or defended 13 separate applications to the Fair Work Commission and the Federal Court to ensure that Alliance members could collectively bargain for an Enterprise Bargaining Agreement for the first time in 30 years. We are confident that no other union – in our sector or any other – would make this commitment or get this result.

The Alliance also filed three separate appeals of baseline enterprise agreements that each play a part in the destruction of the terms and conditions in the sector. The first, an Altrad agreement by the name of Workforce Logistics, resulted in a decision by a Full Bench of the Fair Work Commission that was unprecedented – knocking off the agreement and setting in motion a review by the Commission of other agreements that involved the same people. The other two we are still progressing, but rest assured we will continue to weed out agreements that are the result of unscrupulous employer behaviour until there are none left.

Our legal priorities remain to improve our members' lives at work and push back against employers who take advantage of legal loopholes or workers themselves.

See you in 2024, where we will continue to fight, and continue to win.

Zach Duncalfe is the AWU's Senior National Legal Officer and OA Legal Officer.

JOB SECURITY

~~BASELINE AGREEMENTS~~

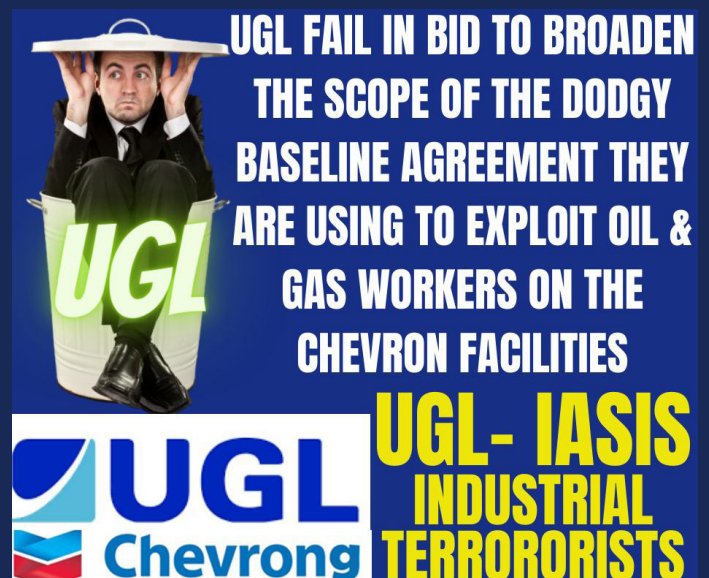
In October 2018, nearly all West Coast offshore workers were employed under a corrupt system of individual employment contracts which were subject to unilateral change by employers, and baseline agreements which many of which were sham arrangements masquerading as “negotiated” EBAs.

Individual employment contracts and baseline agreements were being used by oil and gas employers to drive wages and conditions into the ground. Union density was almost non-existent, and the big oil and gas companies and contractors controlled the industrial relations narrative by using the back of the axe if workers so much as spoke up about safety, rates of pay or workplace rights.

Even something as simple as the failure to laugh when the OIM cracked one of his bad jokes at a morning pre-start was enough to get your name on the OIM’s short list. Below the surface was a workforce who was bruised and battered by their employers’ relentless attack on their job security, pay and conditions and safety standards. Oil and Gas workers were crying out for effective industrial representation.

The combined industrial, organizing and legal resources of the AWU and MUA through the Offshore Alliance answered their call. The Alliance has provided West Coast oil and gas workers with a union which has been prepared to stand up to the big end of town and ensure that workers could take industrial action and reverse the continual decline in employment standards.

And we have taken action, countless times. Over 5 years, the Offshore Alliance and our members have taken more industrial action per capita, than any other industry in the fight to negotiate union EBAs.



JOB SECURITY

ALTRAD'S SHAM AGREEMENT

WHY WORKERS ARE BEING RIPPED OFF ON THE CHEVRON FACILITIES

THE MURKEY TALE OF DODGY SHAM AGREEMENTS EXPOSED IN FWC DECISION



OFFSHORE ALLIANCE WIN LEGAL CHALLENGE IN FWC AGAINST DODGY ALTRAD EA

ALTRAD-AGC



ALTRAD'S DODGY BASELINE AGREEMENT TERMINATED BY FWC

The Former Altrad Entity's EA was "ingenuine and fake"

OFFSHORE ALLIANCE DELETES ALTRAD'S DODGY DEAL

Altrad-AGC's dodgy Workforce Logistics EA which was being used by Altrad on the Gorgon and Wheatstone facilities has been put through the shredder by the Fair Work Commission after it was found to be a sham agreement.

Altrad tried, but failed to prevent the Offshore Alliance's Appeal in the Fair Work Commission of their earlier decision to approve Altrad-AGC's baseline agreement. The sham EA was being used by Altrad to exploit oil and gas workers employed on Chevron facilities.

The earlier decision of the Commission to approve the former Altrad-AGC entity was made without the Commission being aware of the evidence of the sham arrangements, which was evidence presented as part of our Full Bench appeal.

The evidence provided by the Altrad bosses and associated personnel when cross-examined by the union's lawyers and the Fair Work Commission was confusing and misleading it become clear as to why Altrad wanted to stop the Offshore Alliance's appeal which was uncovering their morally bankrupt sham agreement. The FWC Full Bench did not cop Altrad's attempts to try and prevent the Commission's scrutiny of their sham EA.

The FWC have made a number of damning findings against various individuals and the Offshore Alliance intends to put out at least 1 Facebook per week for the next 12 months regarding the activities relating to Altrad-AGC's dodgy Chevron facilities baseline agreement which were designed to destroy the bargaining rights of workers.

Findings and story continues on the next page.

JOB SECURITY

ALTRAD'S DODGY DEAL

The Commission found the following:

1. That the approval of the baseline agreement involving six “employees” lacked authenticity and authority;
2. That the Altrad-AGC baseline agreement was not genuinely agreed;
3. That the Altrad-AGC former subsidiary company was established “merely for the purpose of establishing a corporate employer with an enterprise agreement for the purpose of sale”;
4. To that end, and with the assistance of his business partners, Mr Ruffino and Mr Walters, and his ‘trusted friend and adviser’ Mark Hudston, Mr Read (former boss of the ex-Altrad entity) recruited a purely nominal workforce for the purpose of making the EBA;
5. The making of the Enterprise Agreement was “ingenuine and fake”;
6. That “much in this matter turns on the credibility of the witnesses. It is necessary to state that we do not consider that Mr Read, Mr Ruffino or Mr Paul Hudston were credible witnesses, and we do not accept much of the evidence they gave”; and
7. A number of people involved in this Enterprise Agreement were engaged in a “sham exercise”.

AGC-Altrad are a disgrace and the fact that Chevron have allowed these activities to take place on their West Coast oil and gas facilities is a damning reflection on their procurement policies and oversight of their contractors industrial arrangements. The Offshore Alliance will not back away or back down from holding corporate gangsters to account.

A big shout out to the Offshore Alliance’s Barrister Varun Ghosh, National Legal Officer Alex Giordano and national legal team who have done some great work in dismantling the Altrad-AGC’s sham agreements.

Plenty more to follow including our latest Appeal against another of Altrad’s dodgy baseline agreement.

The Offshore Alliance will keep calling out sham arrangements and the dodgy industrial conduct of the likes of Altrad, Kaefer, UGL and Mapien (the so-called employer group up to their neck in creating dodgy baseline agreements).



PRODUCTION UPDATE

OFFSHORE ALLIANCE OIL & GAS BARGAINING UPDATE

The Offshore Alliance is your union in oil and gas. We have spent the last 5 years building our union's workplace power site-by-site, employer-by-employer and EBA-by-EBA growing to **over 3000 members in 2023.**

Your union has harnessed this workplace power to improve industry standard rates of pay, conditions and safety. We have negotiated EBA after EBA including 25+ new agreements in 2023 and over 65 since 2018. Don't just take our word for it, see below for some of the production EBAs negotiated and currently being negotiated by the Offshore Alliance in 2023 below.

OFFSHORE & ONSHORE PRODUCTION EBAS NEGOTIATED IN 2023

- Chevron Gorgon Operations Enterprise Agreement 2023
- Chevron Wheatstone Downstream Operations Agreement 2023
- Chevron Wheatstone Platform Agreement 2023
- Jadestone Energy Stag CPF Enterprise Agreement 2022 - 2025
- Modec Management Services PTE LTD Pyrenees Venture FPSO AMOU, AWU and MUA Agreement 2022
- Santos WA Energy Limited Varanus Island Hub Enterprise Agreement 2022
- Employer Prelude Enterprise Agreement 2022
- Teekay Shipping (Australia) Pty Ltd Ningaloo Vision AMOU AWU CFMMEU Agreement 2023
- Upstream Production Solutions Pty Ltd Northern Endeavour FPSO Enterprise Agreement 2022
- Woodside Energy Ltd North West Shelf Gas Platforms Enterprise Agreement 2023

OFFSHORE & ONSHORE PRODUCTION EBAS IN NEGOTIATIONS

- Jadestone Energy Montara Venture Enterprise Agreement 2023
- Woodside Energy Ltd Macedon Enterprise Agreement 2023
- Woodside Energy Ltd Ngujima-Yin and Okha FPSO Enterprise Agreement 2023

PRODUCTION

WOODSIDE EBA LOCKED IN

WOODSIDE MEMBERS WIN NOT ONCE BUT 13 TIMES

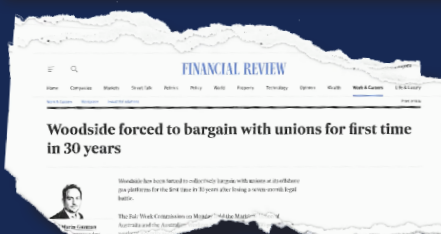
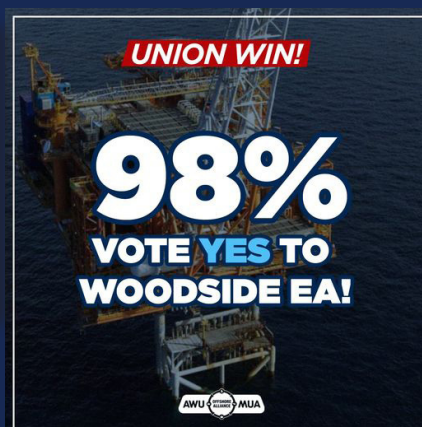
In September 2023, the Offshore Alliance reached an agreement with Woodside for a Enterprise Bargaining Agreement (EBA) to cover their offshore facilities. Through utilising their workplace power our members put an end to 30 years of individual contracts on Woodside's North Rankin, Goodwyn Alpha and Angel Platforms.

This didn't come without a fight; Woodside threw everything it could at our members to stop them organising, but they dug in and won - 13 times in a row in the Fair Work Commission and Federal Court. After 15 months and long delays by Woodside's lawyers and management, Woodside caved at the 11th hour before protected industrial action was taken by our members.

In early 2022, the Offshore Alliance sent formal correspondence to Woodside requesting they commence negotiations for an EBA to cover their Northwest Shelf Platforms. It was a request Woodside denied. Woodside would go on to make 13 failed legal applications to prevent negotiations commencing, but after months of stalling and over \$2 million in legal costs Woodside was ordered to commence bargaining with the Offshore Alliance by the Fair Work Commission.

Their starting point in negotiations predictably commenced at rates and conditions well below what is expected on a Tier 1 oil and gas facility. Offshore Alliance members would go on to vote 98% in support of Protected Industrial Action on the eve of the North Rankin turnaround with Woodside finally agreeing to an EBA which has delivered our members benchmark rates and conditions.

The Woodside EBA is one which all of our Woodside Platform members can take pride in. Thank you to all our members, delegates and workers at Woodside, without your fight, tenacity and grit this great EBA could not have been negotiated.



PRODUCTION

CHEVRON



CHEVRON MEMBERS TAKE ACTION AND WIN

EBA negotiations often involve a robust interaction between workers and site management, but Chevron took things to a new level with their approach to bargaining. It started in 2019 when the Offshore Alliance requested Chevron commence bargaining on the Wheatstone Platform.

Unsurprisingly, Chevron refused to bargain and the union filed a Majority Support Determination (MSD) application in the FWC to get Chevron to 'agree' to a ballot of the Wheatstone Platform's workforce to determine majority support for bargaining.

Chevron would then publicly announce that it "knew" that its offshore workforce were "happy" with their dodgy individual contracts. A secret ballot was run by the Western Australian Electoral Commission which proved that 98% of the Platform crew wanted the Offshore Alliance to bargain for a union EBA. Right from the start, Chevron HR were out of touch with their workforce.

Covid-19 and the Chevron 'harvest' brought an end to bargaining in 2020. It wasn't until mid-2022 that our EBA once again picked up momentum due to the Offshore Alliance organising the Gorgon and Wheatstone Downstream facilities in February. Building a 98% union density across the 3 Chevron facilities including 95% coverage of E&I Techs who did not hesitate to join with the collective strength of the Alliance.

Chevron bargaining on the 3 facilities was the most inept performance of any company the Offshore Alliance has dealt with in our 5-year history. It was clear from the commencement of bargaining that Chevron had no experience in bargaining, drafting EBA clauses or the ability to make decisions in a timely manner.

PRODUCTION

CHEVRON

Chevron's contempt shown to their workforce during negotiations made it almost inevitable that our members would take Protected Industrial Action (PIA). Our members did not take a backward in utilising their workplace power and union density by voting 100% in favour of industrial action on all 3 Chevron facilities.

It was time to take action, and take action our members did, with rolling stoppages across all Chevron facilities. Chevron were jammed up across all 3 facilities and it became clear that their plan to use incompetent, untrained scabs to keep things running during PIA had no chance of success.

Chevron attempted to stop us taking action by lobbying politicians, ministerial advisors, and their friends in the media - but the union stood strong and countered this propaganda in the media and behind the scenes.

In the end the collective will of our members would prevail with Chevron folding at the 11th hour before action could once again be taken. This was a fantastic result and great win for Chevron workers - well done to all members involved.

FINANCIAL REVIEW
Unions to launch rolling 24-hour strikes at Chevron's WA plants
5 Sept, 2023

CHEVRON MEMBERS TO TAKE PROTECTED INDUSTRIAL ACTION.

AWU OFFSHORE ALLIANCE MUA

FINANCIAL REVIEW
Unions refuse to back down on Chevron LNG strikes
16 October, 2023

AWU OFFSHORE ALLIANCE MUA

BREAKING!

Chevron workers vote to restart **industrial action** after Chevron reneges on commitments to the Fair Work Commission.

AWU OFFSHORE ALLIANCE MUA

BREAKING

CHEVRON WORKERS ENDORSE DRAFT EA!

AWU OFFSHORE ALLIANCE MUA

CHEVRON MEMBERS

VOTE

YES

for your new union EBA

AWU OFFSHORE ALLIANCE MUA

UNION WIN!

CHEVRON MEMBERS OVERWHELMINGLY VOTE

YES

TO UNION EA!

AWU OFFSHORE ALLIANCE MUA

PRODUCTION

JADESTONE MONTARA FPSO



OFFSHORE ALLIANCE KICK OFF ENTERPRISE BARGAINING NEGOTIATIONS FOR OUR MEMBERS ON JADESTONE'S MONTARA FPSO

JADESTONE MEMBERS FIGHT FOR A BETTER DEAL

The Offshore Alliance is gearing up for upcoming negotiations with Jadestone on the Montara FPSO. Offshore Alliance members working on the Montara FPSO have a long history of solidarity when it comes to bargaining campaigns.

Our members will never forget the turning around of a helicopter during our last Protected Action campaign with the real prospect of one of the Babcock choppers being permanently parked up on the Montara FPSO.

This was done after the perplexing decision of Jadestone's former HR Boss Uncle Keith, to lock members out. This was reversed shortly after a chopper was turned around back to Truscott by the Offshore Alliance, after members took Employee Response Action.

Standing strong and united has never been an issue for the Jadestone Montara FPSO members which is why Years 1 and 2 of the current 2-year EBA has secured members a 12.1% increase in remuneration.

The Offshore Alliance looks forward to another bargaining campaign to build upon the outcomes which we secured back in May 2021.

HELICOPTERS

HELICOPTER EBAS

YOUR UNION ON LAND, ON THE WATER AND IN THE SKYS

Our members know we are the union in oil and gas but what you might not know is that the **Offshore Alliance is your union in ALL work in or related to oil and gas.** We have continued to grow our representation in all parts of the industry including helicopter crews.

The Offshore sector couldn't function without the dedicated men and women who transport vital workers, food and parts to and from platforms or FPSOs. With the support of the Australian Licensed Aircraft Engineers' Association (ALAEA) the Offshore Alliance has now negotiated 4 Helicopter EBAs in 2023 including CHC Helicopters EBA, PHI Kimberley, Gascoyne and Karratha EBAs.

The biggest industrial battle with the helicopter companies we had this year was with CHC Helicopters at their Broome and Karratha bases. CHC attempted to stand over Aircraft Engineers 3 times by rolling out sub-standard EBAs and each time our members voted 'NO' and continued the fight for a union-negotiated EBA.

The CHC Crew Voted 'NO' 3 Times to a Sub-Standard EA, Took PIA & Have Now Voted 94% 'YES' to a Union EBA Which Locks in Jobs & Income Security



OFFSHORE ALLIANCE & ALAEA CHC HELICOPTERS AIRCRAFT ENGINEERS LAND NEW EBA AFTER INDUSTRIAL ACTION.

17.5% + CPI, 11 MONTHS BACKPAY, EQUAL PAY FOR EQUAL WORK + JOB SECURITY



HELICOPTER EBAS NEGOTIATED IN 2023

- CHC Helicopters (Australia) Aircraft Engineers Enterprise Agreement 2023
- PHI International Australia Gascoyne Engineering and Ramp Staff Enterprise Agreement 2022
- PHI International Australia Kimberley Engineering and Ramp Staff Enterprise Agreement 2022
- PHI International Australia Pty Ltd Karratha MPT Helicopter Engineers Enterprise Agreement 2023

OFFSHORE DRILLING

LOCKING IN INDUSTRY STANDARDS

RIGFORCE DRILLING

The Rigforce offshore drill crew voted in favor of Protected Industrial Action in support their EBA claims.

This has resulted in an in-principal agreement for a new EBA including an upfront 8.6% salary increase (backdated to July 1) and a 7% increase in Year 2.

The new EBA for Rigforce members also secures additional benefits, such as income protection, salary increases, on-call allowances, and various other improvements to conditions.

ATLAS DRILLING

Atlas members have endorsed a new in-principle offshore drilling EBA, which includes a substantial 25% pay increase, income protection, and various enhanced employment conditions. These rates align with the outcomes secured in the Rigforce EBA, ensuring a level playing field for the Atlas and Rigforce workforce.

This is the result of the dedication and unity of the Atlas members, and it marks a significant step toward establishing industry-wide standards in offshore drilling.

TRANSOCEAN DRILLING

The Offshore Alliance has secured an industry-standard EBA with Transocean for their upcoming work scopes.

This agreement aligns with broader drilling operator EBAs, ensuring fair and consistent conditions for workers in the offshore drilling sector.

NOBLE DRILLING

Noble Drilling has agreed to wage increases backdated to 1 March 2023, offering members an 8% increase in 2023, 6% in 2024, 4% in 2025, and 4% in 2026. These increases result in a total of 22% over the life of the agreement with backpay.

Additional benefits include income protection, premium health coverage, travel allowances, TPD and death insurance, enhanced training support, and improved dispute resolution mechanisms.



OFFSHORE CONSTRUCTION

SCARBOROUGH, BAROSSA & ROV

OFFSHORE CONSTRUCTION

2023 has seen a significant growth in offshore construction work with the Scarborough and Barossa Projects providing ongoing work for our members. Your union's membership in the sector has grown in 2023 with offshore construction workers choosing the Offshore Alliance and abandoning the WA metal trades union.

Construction conditions deteriorated over the last decade as a result of poor representation, the Offshore Alliance and its members are preparing to push back when our bargaining campaign begins in mid-2024.

The Alliance has already pushed back against companies like Saipem, who believe they can bring third-world worker conditions into Australian waters. Our members fought Saipem over the Castorone's deplorable condition when it arrived in Singapore. There were serious OH&S hazards which Saipem disregarded, including deceptive information on POB figures that the regulator never approved. The OA and our members will not tolerate any international company that thinks it can treat Australian workers like garbage.

The Offshore Alliance leadership and organising team have been unequivocal in our support for present and future offshore construction and decommissioning projects as the principle union in the oil and gas industry. Even though we have opposing industrial perspectives to Santos and Woodside, the Offshore Alliance has come together to achieve a shared aim. It is critical that we provide our members and their families with secure, well-paid union jobs.

ROV PILOTS

The increased levels of offshore construction and decommissioning work has led ROV companies utilising visa workers while Aussie workers are stranded on the beach.

In 2024, the union will continue to exert industrial pressure on manning agencies and employer groupings that prefer visa workers over Australian ROV workers. The TMT ROV crew kick starting the first of the ROV EBA's in 2024 and we will be pressing for industry standard employment conditions.



DECOMMISSIONING

OFFSHORE DECOMMISSIONING

Decommissioning is an essential component of the hydrocarbon sector alongside offshore construction with manning agents acurrently pursuing union agreements with the Offshore Alliance for the scope of decommissioning work.

When AGC and Fugro decapitated the Sinbad project, the Offshore Alliance realised that unless we secured a good union EBA to hire highly qualified and experienced labor, the sector would be in trouble.

We must maintain a high degree of skilled workers across the sector, whether it is decommissioning, building, or maintenance operations. The OA is securing decommissioning agreements for all future work, pushing back against companies that undercut industry standards including in the:

- *OSM Decommissioning EBA 2023*
- *OSM Decommissioning & Catering EBA 2023*
- *McDermott Decommissioning EBA 2023*
- *Legeneering Decommissioning EBA 2023*

LEGENEERING DECOMMISSIONING EBA

The Offshore Alliance and Legeneering have reached an agreement on the decommissioning rates for the Thevenard offshore decommissioning worksopes which will see members lock in a \$20 per hour uplift in the rates previously offered.

Legeneering have taken a professional approach in the discussions with the union and have agreed to sign onto the Offshore Decommissioning Industry Standard EBA as well as aligning all offshore maintenance rates and conditions with the union negotiated EBA for the Woodside FPSO's.

These negotiations demonstrate the ability of industrial parties to achieve mutually agreed outcomes without the dogged ideology of so many of the HRs we deal with. Great work by our offshore decommissioning members in sticking tight with the union position to ensure we lock in industry standards.

LEGENEERING AGREE TO DECOMMISSIONING EBA RATES WITH OFFSHORE ALLIANCE



**\$20/HOUR
UPLIFT IN RATES
LOCKED IN FOR
MEMBERS**



**OFFSHORE
ALLIANCE**

**6 WEEKS AFTER SEVERAL
NEAR FATALITIES ON
SINBAD, NO WORKER
HAS YET BEEN
INTERVIEWED BY DMIRS**

FUGRO
Life is Cheap

AGC
Santos

OFFSHORE ALLIANCE - YOUR OIL & GAS UNION



MAINTENANCE

UGL VARANUS & KGP

UGL-IASIS - VARANUS ISLAND EBA

The Alliance filed an MSD in July 2022 in response to UGL's refusal to bargain when the UGL EBA expired.

Negotiations were made difficult by IAS Group workers being covered by a baseline EBA while doing the same tasks as those employees covered by the UGL EBA. UGL-IASIS rolled the dice taking their 2nd-tier pay rates and conditions out to a ballot.

Members overwhelmingly voted 'NO' to their dud deal. Only 9% of the UGL-IASIS workforce at Varanus Island voted 'YES' to a non-union EA.

UGL-IASIS then saw the light with a 6.8% pay raise retrospective to December 1, 2022, from the approval of the agreement by the FWC (March 2023), as well as National CPI for the remaining years. The key achievement was that all IAS Group employees rolled over to the higher UGL EBA terms and conditions.

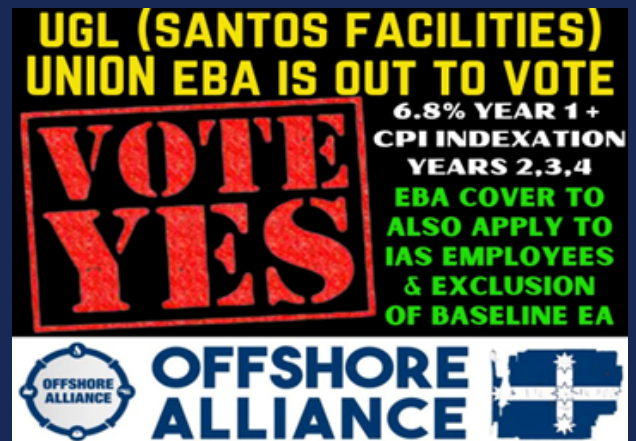
For this to happen, a transfer provision was included in the UGL EBA. The IAS EBA coverage will no longer apply to any Santos sites in Western Australia. Having to face the hardship of having two distinct workforces was allowed the union to solve two problems with one agreement.

UGL-IASIS - KGP EBA

It was the year of the UGL-IASIS negotiations across the Onshore maintenance. UGL-IASIS decided to put their dubious agreement to a vote not once, but twice. Both ballots were overwhelmingly rejected.

Members of the Offshore Alliance resolved to use protected industrial action to accomplish their key bargaining claims. When members participated in PIA leading up to Christmas, it was a magnificent and gallant effort.

Members received a 7.4% pay raise retroactive to December 1, 2022, from the agreement's approval (May 2023), as well as income protection and allowance increases, and a genuine roster clause.



MAINTENANCE

CONTRACT RESOURCES

CONTRACT RESOURCES EBA

Workers at Contract Resources were dissatisfied with their current agreement and decided to engage the Offshore Alliance. In 2022, before negotiations for 2023 began, CR employees took the courageous choice to join the Offshore Alliance to aid and support attaining an improved EBA.

To keep their baseline agreement, CR Management thought that the famed Maipien consultant Mark Hudston would be their savior. How did that work out for CRs? CR management was unwilling to recognize members' claims and gambled by submitting their dodgy agreement to the ballot. CRs tried everything they could to persuade members to endorse the agreement, but OA members had other plans for their botched baseline agreement.

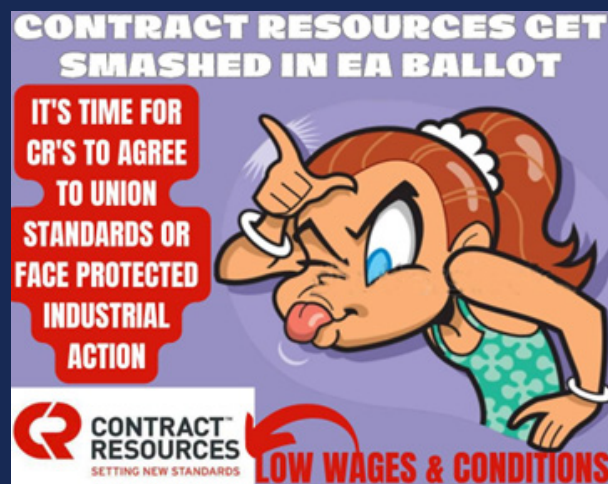
While members were considering filing a PABO application with the FWC, CR's management came to their senses and made concessions to members' primary bargaining claims. With a healthy 16% rise, including 5% increases to the night shift, offshore, and leading hand allowances, the CR members for their first Union agreement have laid a solid foundation for the second generational EBA.



IAS GROUP EBA

Negotiations to extend the IAS EBA began late, as IAS deliberately delayed negotiations far past the expiry period. The agreement covers four offshore facilities: the Pyrenees, Stag, Montara, and the Wheatstone Upstream Platform. This includes a small group of workshop workers in Canning Vale, Perth.

Surprisingly, IAS management is seeking to maintain the national scope of the agreement, within the specialized area of services IAS performs throughout the East and West Coast hydrocarbon industry. Bargaining discussions have been slow because of the intricacy of the national scope. As per our claims log, the Offshore Alliance has entered into an Offshore Maintenance Industry Standard Enterprise Bargaining Agreement.



MAINTENANCE

ALTRAD & VENTIA



ALTRAD KARRATHA GAS PLANT EBA

Altrad was mired in the sham and scam baseline Workforce Logistics and APTS agreements - so bargaining with Altrad at the Karratha Gas Plant was set to be an experience to say the least.

The previous agreements negotiated by the AMWU and CFMEU contained many ambiguous clauses which has meant the the Offshore Alliance had to submit many claims to redraft poorly written clauses such as hours of work and roster adjustments.

After a handful of meetings on Friday, 1 December 2023 Altrad bosses opted to open up the 7-day access period to take their confusing agreement out to vote. With eight of the nine members' key bargaining claims, unresolved, we intend to smash out an awe-inspiring NO VOTE, with the view of filing a PABO (Protected Action Ballot Order) application in the new year.

VENTIA GORGON AND WHEATSTONE DOWNSTREAM EBA

Ventia, like AGC and Altrad, is negotiating an agreement with one-half of the workforce, while the other half is employed on an EBA that will expire in 2025.

Our Ventia members are working hard to replace these tedious baseline agreements with a maintenance union industry-standard EBA.

The Ventia crew, like many Chevron maintenance contract workers, has reached the end of the baseline merry-go-round and is looking for industry-standard conditions that give stability and full-time employment.

Although negotiations have only just begun we believe that Ventia will find itself embroiled in industrial strife in 2024. They will join our members at Altrad and the Specialist People and REC Construction & Maintenance EBAs, when we commence bargaining in early 2024.

OFFSHORE MAINTENANCE

INPEX CPF & FPSO

INPEX OFFSHORE (CPF AND FPSO)

Offshore Alliance members engaged on the IPEX offshore facilitates (CPF and FPSO) have voted YES in support of a replacement agreement that sees them continue to set the standard for Offshore contractor maintenance EBAs.

The offer delivered on average a minimum uplift in annual salaries of \$28,000 over the life of the EBA & more if the WPI runs above 3%.

Other key provisions include:

- An additional 3hrs travel (15hrs all up for mob and demob) at the onshore rate for members who mobilise on their last day of R and R;
- Minimum 4 hrs pay for training during the off-duty period;
- The ability for a permanent employee to take a single one week's block of leave (first or last week of the swing) per annum after 12 months with the company;
- Tightening up the casual conversion clause;
- Annual wage increases to apply to all allowances including the Rope Access allowance;
- Improved pathway for Mech Tech to advance to Senior Trade;
- Tidying up of the Income Protection clause around Casual eligibility to Income Protection; and
- Addition of Domestic violence leave clause.

The outcome of this bargaining campaign ensures the Monodelphous and INPEX Offshore Alliance members continue to be engaged on the best permanent offshore contractor maintenance rates on the West Coast.

Well done to members and bargaining reps who stood shoulder to shoulder during the bargaining campaign.



MONOS INPEX CPF & FPSO EBA BALLOT OPENS TODAY

**THE OFFSHORE ALLIANCE IS RECOMMENDING
MEMBERS VOTE 'YES' TO AN EBA WHICH DELIVERS
THE BEST PERMANENT CONTRACT MAINTENANCE
RATES ON THE WEST COAST**



OFFSHORE MAINTENANCE

WOODSIDE MACEDON DOMGAS

OFFSHORE ALLIANCE GIVE WOODSIDE FORMAL NOTICE FOR BARGAINING TO COMMENCE ON THE FPSO'S, PLUTO PLATFORM & MACEDON FACILITY



WOODSIDE MACEDON DOMESTIC GAS PLANT EBA

As the year in review is being distributed, the Alliance has begun negotiations to renegotiate the soon to be expired Macedon Enterprise Agreement 2018.

A list of claims that resembled a hybrid Woodside Platform Agreement was incorporated into the Macedon Gas Plant Onshore conditions as outlined in a draft enterprise agreement and submitted at negotiating meeting #1.

Even though it is still early, the FPSOs began their first negotiating meeting on Wednesday, November 29. In 2024, keep an eye on the FPSO and Macedon negotiations.

INSPECTORS

APPLUS NATIONAL INSPECTORS EBA

The National Inspectors agreement came into effect in mid-2023. With an Onshore KGP and Offshore Shell & Woodside Inspector agreement in place in WA, Applus opted to negotiate a national EBA that would encompass Chevron, Santos, Bibra Lake in WA, INPEX Darwin, Shell and QGC in Qld, and Santos in SA.

Applus did not learn from its 5-ballot attempts on the Woodside KGP and offshore facilities. The Offshore Alliance and AWU maintaining the bulk of members on the West, East Coast, and in Darwin, Applus workers have decisively rejected any of Applus's dubious agreements in seven vote attempts, including the two recent national ballots.

The most recent effort, on November 28, was a blunder by operational management who assumed that the Applus team would accept their shady arrangement. They, like many employers, are still learning the hard way. Our members are preparing to smash Applus up when they return after the Christmas break, similar to the Woodside KGP members, who inflicted 73 days of protected industrial action.

Applus Get Smashed Up Once Again in Dodgy EA Ballot

The OA
Applus
Members are
Now Getting
Ready for
PIA in 2024 to
Smash
Applus
Industrially



IF YOU DON'T FIGHT,
YOU LOSE

DECK OFFICERS

THE MARINE DECK OFFICERS UNION

ATLAS AND AOS

The Deck Officers of Atlas and AOS have ratified a new EBA negotiated by the Alliance, establishing industry standards and restoring lost relativities.

The new EBA provides pay increases of up to 20% and restores relativities that were lost due to the AMOU being asleep at the wheel. It also increases casual loading from 20 to 25% over the life of the agreement and other benefits, including improved LSL leave entitlements, dispute resolution procedures and support for training.

These results highlight the success that can be achieved by members when adopting a more militant approach to bargaining. It's through the unity displayed amongst Atlas and AOS rank and file that has seen the best bargaining outcomes achieved by Marine Officers in years.



HYDROGRAPHIC SURVEYORS

FUGRO AUSTRALIA

Fugro's management has refused to commence bargaining with their workforce by attempting to prevent Hydrographic Surveying workers bargaining for an EBA.

Fugro bosses clearly didn't understand the Fair Work Act or believed that they were above the law. The Offshore Alliance lawyers filed a Majority Support Determination (MSD) application in the FWC which was approved giving our Hydrographic Surveying members the right to bargain to improve their pay and conditions.

The OA Fugro Surveying crew won't be intimidated. The Fugro bosses must be living in a bubble if they think the Offshore Alliance will back down. They are still reeling from the Union's condemnation of Fugro's dodgy safety practices in the decommissioning of the Sinbad Platform where they nearly killed a number of our members.

Fugro still haven't apologised for the near deaths of decommissioning crew as it was clearly just another day in the Fugro office. Fugro will be caught short once again if they underestimate us when we take it to them in the Fair Work Commission.

CATERING

ESS MODU & ATLAS DRILLING

ATLAS CATERING

The Offshore Alliance has secured significant improvements in the standards for Offshore caterers in the drilling sector. Members working for Atlas Catering will receive an immediate 12% pay increase, 5% in 2023, 3% in 2024, 3% in 2025.

On top of the pay increases members will also receive income protection, travel costs covered for interstate employees, \$50 per day cabin-share allowance, 12% Super (1% above Super Guarantee Charge (SGC)), improved compensation for online training, uncapped training related travel of 85c per kilometre traveled, increased meal allowance and fair compensation for delay and standby situations.

The EBA also removes fixed-term contracts with affected workers receiving a completion bonus and all Atlas rigs must be inspected by the union before the rig can operate in Australian waters.

These EBA improvements reflect the Offshore Alliance's commitment to enhancing conditions in the sector.



ESS MODU

Members of the Offshore Alliance working on ESS MODU facilities have overwhelmingly voted in support of a new Enterprise Bargaining Agreement.

This EBA will give members a 10% increase in compensation over the term of a 2-year agreement. The EBA is currently under review by the Fair Work Commission for approval.

The Offshore Alliance has now successfully negotiated union EBAs with all key offshore drilling companies, manning agents, and catering contractors. The Alliance remains vigilant in reviewing baseline agreements and will challenge any agreements that raise concerns.



WORKERS COMP

KNOW YOUR RIGHTS



DO NOT SIGN AWAY YOUR RIGHTS

If you have a Workers Compensation claim for a workplace injury, do not meet with your employer without union representation. There is no obligation to meet with your employer if you are injured at work.

If you suffer a workplace injury, it is important you take the following steps:

1. Ensure your workplace injury is properly recorded with the facility and you receive a record of your consultation with the Medic;
2. Book a medical consultation with **YOUR** medical practitioner. **Do not attend a consultation with your employers medical practitioner** as they are on the company payroll and their priority is **NOT** your health and wellbeing;
3. There are two WA Workers Comp documents required to be completed by an employee for a workers compensation claim to be lodged with the employer;
 - *The Western Australia Workers' Compensation Claim form (completed by the worker) and;*
 - *The Western Australia First Medical Certificate of Capacity (completed by the worker's GP).*
4. **You DO NOT have to sign the last signature box on the Claim Form. "Consent authority - to be signed at the option of the worker" as this allows your employer access to and disseminate of all of your personal information.**
5. Contact your Union Organiser and request a consultation with one of our Workers Compensation lawyers. This is a free service for Union members and we will ensure that you get the best possible legal representation;
6. It is important that **you choose YOUR own Return to Work provider**. The Union recommends members use **Freshstart**. It is a free service for Union members. It is important you do not use the RTW provider nominated by your employer or their insurance company **as their interests are not YOUR interests**.
7. Workers Compensation matters are complex. It may seem simple, but often turn into a battle with the employers' insurance company who will try to squeeze you out of your lawful entitlements. Ensure you are represented and **remember that your employer and their insurer want a settlement on their terms - not yours.**

SAFETY

LNG WORK IS SKILLED WORK

SORRY CHEVRON, YOU CAN'T REPLACE EXPERIENCED OPERATORS

During the recent strikes Chevron's PR team allowed a misconception to persist: The use of non-unionized workers to ensure operational continuity at its liquefaction facilities in Australia.

Chevron allowed safety and expertise to be compromised in favor of cost-cutting or labor-related decisions. Such a message can erode trust, both among the workforce and in the broader community.

LNG facilities are complex consisting of state-of-the-art machinery, intricate systems, high-pressure equipment and sensitive controls. These parts all work in unison to convert natural gas into its liquid form. These systems cannot be operated safely and effectively without the necessary knowledge, experience and training.

SAFETY COMES FIRST

Safety is paramount within LNG operations. Operators are trained to respond to emergencies, prevent accidents and maintain high safety standards.

Replacing well-trained operators with non-union workers from outside the facility is not a practical or safe option during industrial disputes or any other situation.

Operators in LNG plants and facilities are rigorously trained and mentored. These training programs are not just a formality; they are necessary to ensure the safe and effective operation of these facilities. LNG Operators are professionals, Panel Operators who are stationed in the control room are pivotal to ensuring every aspect of the plant functions safely and smoothly.

The intricacies of and LNG plant cannot be taught overnight and inexperienced personnel are ill-equipped to make critical decisions. Experienced Operators who are familiar with a facility's processes, safety protocols and emergency response procedures cannot be substituted.

Nothing should ever be prioritised above safety. Nothing.

"Replacing trained operators with non-unionized workers from outside the facility is not a feasible solution during labor disputes or any other situation".

Mehdi Touil - LinkedIn



Sorry Chevron, You Can't Replace Your Experienced LNG Operators

Mehdi Touil on LinkedIn • 4 min read



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 **Offshore Alliance**