



Summary of points discussed during the.

T&G SECTION OF UNITE OFFSHORE BRANCH & SHOP STEWARDS MEETING

Unite Transport House 42-44 King Street Aberdeen 7.8.09 or 21.8.09

Branch Chair Brother Simpson opened both meetings. Attending Shop Stewards and Members were welcomed.

Inspection of Cards

All cards of those present were checked and found to be in compliance.

Apologies for Absences

Apologies for absences were received from Derek Duffy, Neil McLaren, Gordon Love, Graeme Henderson, William Mitchell, David Mitchell, Neil Hamilton, Corina McAllister, Gerry Lynch, Stuart Hunter, Stanley McIntosh, Andrew Nunnen, Robert Farquhar, Barry Brooks, and Tony Palmer.

Minutes from Previous Meeting

It was confirmed that the Minutes from 5.6.09 had been received by those in attendance and that the contents had already been agreed as accurate.

Latest Correspondence

Those present confirmed receipt of recent correspondence posted to all members, Shop Stewards home and offshore. It was noted that the covering letter had been misdated as July 09 instead of August 09.

All this information has also been e-mailed to Shop Stewards and Members who have provided e-mail addresses and it has also been placed on the News page of our Branch website for ease of access.

Branch Report

Brother Mundie (Branch Secretary) confirmed that the Branch remains in good order.

It was agreed at both meetings since the amalgamation of the Amicus and T&G sections is complete we would like to commission a new Branch website to reflect the Unite brand.

Regional Industrial Sector Conference

Angus Simpson & Victor Fraser were proposed as candidates for the Regional Sector Committee.

Area Activist Committee

Ian Mundie, Isabella Troup and one further Shop Steward yet to be confirmed were to be nominated as candidates for the Area Activist Committee.

Officers Report – John Taylor RIO

Strategy for Growth/100% Campaign

Brother Taylor confirmed there is continued good work by Shop Stewards trying to achieve 100% Union membership within their work place.

He was also encouraged by the continued number of Members who are willing to take up the mantle of Shop Steward on their units, most recently James Stanbury on the North Alwyn.

Should any Members be on a unit where you do not yet have a Shop Steward we would ask you to address this and try to get one elected to each shift.

This has taken on an even greater importance given that good lines of communication will be necessary given that the anniversary date is almost upon us and no negotiations have yet started.

A Shop Stewards Credential form can be downloaded from the branch news page, completed and returned to the Aberdeen office where it will be processed.

Once this is done, suitable training will be available to the new Shop Steward to allow them to fully represent their constituency.

John detailed some points which had been raised during the latest COTA meeting on 2.6.09

Wage negotiations 2009.

John confirmed that this years wage negotiations have been **postponed** and that this information has been confirmed in writing to all Branch members and also minuted in previous Branch meetings.

He informed those in attendance that it is the intention to formally raise the matter with COTA at the September COTA meeting and will feed back to all members the response there after.

Emphasis was placed on the fact that due process will be complied with this year as in every other year by which he meant, when the negotiations start any final offer which is made will be placed before the Union members. They and only they, will determine whether the offer is acceptable or not.

Ad-hoc workers

Discussions are ongoing with COTA about the treatment of ad-hoc workers including when overtime is payable. John explained that the Unions have made it clear to COTA that if any ad-hoc works longer than the normal trip duration for the particular unit they are on then overtime should be paid. So if they work 16 days on a unit that normally works 2 on 2 off then the 15th & 16th day is paid at overtime rate, if the work 23 days on a unit that normally works 3 on 3 off then the 22nd & 23rd day is paid at overtime rate, provided that these extra days are not due to weather delay.

Working Hours

Following the most recent letter from John Taylor (Regional Industrial Organiser) on 15.6.09 regarding excessive hours & any unreasonable workload it was brought to the attention of those present the importance of having all working hours recorded. This is not only part of your manager's duties it is also a statutory requirement and by failing to do so they not only risk the safety of their employees but could face legal proceedings.

The hours recorded should also include those hours actually worked by the catering manager on the unit. We believe that the hours worked offshore have not been as accurately recorded as they should be. A view which has been backed up when at the last COTA meeting 4.8.09 the employers stated that none of them were aware of any manager who has worked excessive hours.

If **any** member feels that they can not carry out the job required to the standard expected in the time allocated **safely** they **must** make their line manager aware of this without delay and ask for their support in addressing the matter. If this support is not forthcoming then please inform Unite of the circumstances.

Accommodation Costs

We have finally received the feedback for the working group in regard to finding an affordable approach to sourcing accommodation in Aberdeen and the bottom line is that

COTA have been unable to identify anything within the current allowance which is exactly the point which the unions had raised initially.

Job Evaluation

Some new job descriptions have been recently evaluated and we are awaiting the results.

KP3 Review

The long awaited KP3 review has now been published and we have issued each of our Offshore Catering Branch Shop Stewards with a copy.

This review covers a number of topics including Offshore Workforce Involvement which John Taylor has been heavily involved in.

It has also identified that not all existing safety committees are working as effectively as expected and that there is a real need for further training to be given especially to new safety reps.

An electronic version of this review is available for downloading from the News page of the Branch website but be warned it is 96 pages long. If you are to print it off it may be advisable to select the appropriate pages and print them of separately to save paper.

Further discussions took place around the correspondence sent 7.8.09 to all members. Should anyone not have received this correspondence by the time they read the minutes from the Shop Stewards meetings 7th and 21st August please contact the Aberdeen office with their correct contact details.

These discussions included WTD Appeal Update, Paid Leave 2008/09, Union Membership, Excessive Hours / Unreasonable workload, Key Programme 3 (KP3) – A review of industry's progress, COTA Meeting 2.6.09 – minutes have been posted to all members.

Life Long Learning

COTA learning rep Victor Fraser has welcomed the recent enquires about some of the Life Long Learning opportunities but would like even more offshore employees to take up the opportunity.

To support this can any offshore employee interested in Life Long learning please e-mail him at learning.rep@cota.org.uk with the following information: Name, Address, Job title, Unit name or Relief personnel, Telephone number, E-mail address, Name of employer and Type of training interested in. (if IT / computing what level i.e. beginners, intermediate or advanced).

A copy of the recent joint communication and associated posters can be accessed from the link on the news page of our Branch website.

Recruitment drive.

Shop Stewards in attendance confirmed that they wish to participate in a recruitment drive with the emphases on recruiting non union members not those already in a Union and that the recruitment is being carried out by our members actually working in the industry.

AOB

Total Petition

Following the collection of signatures from Offshore workers from all departments on the Total platforms arrangements have been made for a delegation of Unite Shop Stewards to deliver a petition urging Total to include catering workers on their units to get the same enhanced rota which other core crew contractors receive.

New ESS Terms & Conditions

Following correspondence on the subject it was confirmed that:

- ESS had agreed to remove any instruction that employees should commence their paid leave immediately on returning ashore for their field break.
- ESS agreed that on units where there was custom and practice that employees could apply for paid leave would continue and that no change would take place to this arrangement without due consultation with the Unions.
- ESS confirmed that staff that had TUPE transferred from other COTA companies who had greater life assurance entitlement that this would be honoured.

There has been no agreement on whether as the Unions have stated employees who transferred to ESS from Sodexo will only receive a first written warning for missing a check in.

This has resulted in the Unions continuing to advise members **not** to sign the new terms and conditions.

John Taylor has written to ESS and made it clear that Unite will **not** accept unsigned copies of these terms and conditions in any member's files to be binding.

ESS Travel Expenses

A recent communication to employees from ESS stating that they do not pay travel expenses for attending any type of medical, annual, return to work or medical retrial assessment etc. If any member wishes to challenge this they should enter into the employer's grievance procedure without delay and we advise that details of any payments you have received in the past in regard to medicals should be highlighted in your letter. Any supporting documentation could assist your grievance even if it was paid prior to any TUPE transfer from a previous COTA employer.

Dates for next meetings and it was agreed that these should be three weeks apart to allow as full an attendance as possible, dates to be confirmed.

Thanks were given to all Members for their continued support in fighting for our employment rights.

Meeting closed