



Would You Trade Your Job Security for a Cup of Coffee???

In the most recent EBA sent out on Friday January 22nd of last week Swires are offering an after tax daily pay increase equivalent to the cost of a cup of coffee and less than the cost of a beer at your local. **What it is on the line is your future in this industry. Your job and your job security are at stake** as AMMA use this agreement to undermine our **complex and long running campaign to secure the jobs of Australian seafarers in the Australian offshore oil and gas industry.**

The MUA is urging all Swires MUA members to vote NO to the newest Swires EBA. Below are key reasons why we are urging MUA members to VOTE NO to the Swires agreement. It is broken into 2 categories:

1. Those current key conditions Swires is stripping out of the current agreement;
2. The key MUA claims Swires has refused to agree to especially around the critical issue of job security.

Key Current Conditions Swires is Removing From You Now

- Loss of PAB (\$215 per day construction allowance) completely from day 90 after start of the agreement. (Clause 19.5)
- Swires have reduced the scope of where Specialist Vessel rates will apply ie only when 'Performing actual work' of rock dumping, removed from air diving spreads etc (Clause 3 – definition of Specialist Vessel)
- All current allowances are frozen at the 2010 rate for 4 years. This means your expense reimbursements and other allowances will decrease in real terms relative to increases in the CPI. In contrast, the Private Health Insurance Cover allowance in the Farstad agreement has been increased from \$3800 to \$4550 – a \$750 uplift you will not get.
- For the first time permanents will have to source and pay for their own income protection insurance. You may have to get a new medical before you get a new policy. You will not have the benefit of a discount for a group purchase so will probably have to pay a significantly higher amount for a new policy than the employer currently does.(Clause 17)
- Swires have seen fit to remove the wording on Keep (Clause 27.1) where food was always to be to the best Australian shipboard standards. This clause meant crew on their vessels get food of the highest quality that importantly meets the best Australian shipboard standards. They have now replaced it with simply saying perishables will be replenished???
- Salary Continuance Insurance (75% of normal salary) now requires evidence to the satisfaction of Swires and/or the insurer, which may include a visit to the company or insurance doctor.(Clause 28(2)(c)(viii))

Key MUA Claims Swires Has Refused To Agree To

- \$3000 upfront payment - Farstad have agreed to this
- Pay increases of 10% over the life of the agreement (they have only offered 7% over 4 years) – Farstad have agreed to a better outcome than this (9% over 3 years)
- The Australian qualifications, skills and manning wording to help lock in Australian jobs – Farstad have agreed to this
- 70% permanency level which will significantly increase permanent jobs in the industry – Farstad have agreed to this
- Claim for mandated minimum IR manning for the various vessel Schedules – Farstad have agreed to this
- Critical job security claim for minimum training obligations in the Duties clause – Farstad have agreed to this
- The MUA redundancy wording to stop head picking on redundancy – Farstad have agreed to this

This Union and it's members have been a critical long running fight for our survival and a future in this industry. One where Australian seafarers can continue to work in their trade in their industry – something those well-resourced significant forces opposed to us are trying to destroy. **This EBA is the most important we will ever negotiate as seafarers in this country** and we **cannot afford to get it wrong.** Only 3 offshore employers continue to support AMMA's campaign and they are the AMMA 3 - Mermaids, Maersk and Swires!!! Programmed and Skilled have abandoned AMMA's campaign. Let's **stand together as Australian seafarers and continue this fight to secure our rightful place in this industry.** There is no other option!

YOU MUST VOTE AND YOU MUST VOTE NO ON JANUARY 30th

**If you VOTE NO nothing changes. Your current salary, terms and conditions of employment stay the same until we get a new EBA. Importantly we continue to fight to secure our jobs in this industry through this EBA campaign.
Our industry – Our future! United we stand!**