

UNITE THE UNION

OFFSHORE

PROTECTING JOBS
PROTECTING T&CS
FIGHTING FOR SAFETY
FIGHTING FOR THE FUTURE

WWW.UNITEOFFSHORE2015.ORG

COTA DISPUTE: BALLOT FOR INDUSTRIAL ACTION GOES LIVE

Unite has notified employers in the Catering Offshore Trade Association (COTA) that it will ballot its members across the agreement for industrial action. Ballot papers have been sent out to members in Sodexo, Aramark, ESS, Trinity and Entier. Our dispute centres on the refusal of COTA employers to honour a modest pay agreement for the second year of a two-year pay deal, worth around 1.3 per cent.

We are recommending that members who receive their ballot vote YES/YES to both questions. Unite are seeking a large mandate for action offshore, so we need as many members as possible to vote YES/YES and return their ballot papers. The ballot itself will run for six weeks, closing on Wednesday 21st of October. The long ballot period is to give as many members as possible to return their vote. However, its important you return your vote **as soon as possible**.

Vote YES to action short of a strike, and vote YES for strike action. We need to stand up and fight back now. Sometimes we can feel lucky just to have a job, but if these companies get away with ripping up **a fair and reasonable negotiated pay deal**, how long will it be before they come for the rest? If they get away with this now, they will soon come for our terms, conditions and basic rights. The attack on pay will only be the beginning. So we need to tell employers that we, the lowest paid workers offshore, are absolutely **not** prepared to bear the brunt of the fall in the price of oil. Our pay deal was fair and should be honoured. If we are goingn to have a sustainable industry in the North Sea, respect must be given to those who make it operate, who make it habitable and who make it safe. We deserve this respect. We deserve fair pay. We deserve better. Vote YES/YES.

Unite Regional Officer John Boland said, "The point blank refusal of the COTA employers to honour our pay agreement has left us with no choice but to proceed to a formal industrial action ballot.

"We are giving our members a clear recommendation to vote 'yes' for action short of a strike and 'yes' for strike action in order to secure the strongest possible mandate to defend their terms and conditions against the industry's imposition. Our members keep the UK offshore industry fed and watered 24 hours a day, 7 days a week, 365 days a year but we have to take a stand now in order to prevent a damaging race to the bottom."

KEEP UP TO DATE WITH THE CAMPAIGN AT:

 [facebook.com/uniteoffshore2015](https://www.facebook.com/uniteoffshore2015)

 uniteoffshore2015.org

 [@offshoreunite](https://twitter.com/offshoreunite)



COTA BRANCH MEETINGS

For all those affected by this pay cut, come along to the branch meeting for catering, auxiliary and admin Unite members. Come along to the upcoming COTA Branch Meetings to find out more about the current dispute, to **have your say** and discuss the issues that matter to you and your colleagues offshore.



COTA BRANCH MEETINGS
OPEN TO ALL MEMBERS

18TH SEPTEMBER	◆	ALL START 10 AM AT
25TH SEPTEMBER	◆	UNITE OFFICE,
9TH OCTOBER	◆	42-44 KING ST
	◆	ABERDEEN AB24 5TJ

OCA DISPUTE UPDATE

Following the rejection of the latest Offshore Contractors Association (OCA) offer, Unite will be discussing with our members at the heliports the best way forward for the industrial dispute. You, the members have categorically rejected the OCA's proposals over changes to shift rotas and terms and conditions following our consultative ballot.

Unite have approached the OCA confirming that Unite members have taken the democratic decision to reject the proposals. Unite confirmed our campaigning position that our members decision would be final. This newsletter is to advise you an informal meeting with the Chief Executive and Chair of the OCA has now taken place and the OCA have met with their Board to consider their response. The OCA have now advised Unite that they are unable to offer further improvements to the offer confirmed in their letter of 19 June 2015.

In particular they confirmed that they were not prepared to make alterations to their offer in regard to "equal time" (three on, three off rotas). The OCA have reiterated they value the Agreement and the stability it has enabled over the past 16 years and that they are available for further dialogue. However, given the indication they are not prepared to change their views, our commitment to our membership is clear.

"We will now begin the preparations for a lawful industrial action ballot for Unite members working within the OCA."

This process will be closely scrutinised and our preparations will be critical in protecting you and ensuring the ballot cannot be legally postponed. We can fully expect the companies to use every legal means possible to try and stop our ballot. Unite organisers will be undertaking a major exercise to ensure that your voice is heard and not suppressed via legal battles. Many Unite members will have been contacted by a Unite Organiser and updated their personal details.

The critical information we require to protect your ballot is your postal address, the company you work for, job title, rig and contract type (are you ad hoc, permanent, etc?)

If this has recently changed or if you have not yet supplied this information previously then please speak to an Organiser at the Heliports or email us at offshoreunite@gmail.com



UPDATE YOUR DETAILS TODAY

COMPLETE THIS TEAR OFF SLIP AND RETURN TO AN ORGANISER AT THE HELIPORTS OR VIA EMAIL offshoreunite@gmail.com TO PROTECT YOUR BALLOT: ALL INFORMATION IS COMPLETELY CONFIDENTIAL.

NAME _____

ADDRESS _____

EMPLOYER _____

RIG/INSTALLATION _____

CONTRACT TYPE: *(delete as appropriate)* PERMANENT / AD HOC / OTHER

EMAIL ADDRESS/PHONE _____

(this will only be used to contact you regarding urgent unite offshore information and will not be shared with third parties)

IF YOU WANT TO WIN: JOIN UNITE

In order to win, we need as many workers offshore as possible to join Unite.

There is a great deal of truth in the old saying that there is 'strength in numbers'. We need as many workers in the North Sea to join Unite, to be ready to take part in the ballot and to tell colleagues to do the same. The oil companies and employers might seem strong, but when we all stand up and stand together, we can win. Unite is the largest and most organised trade union representing off shore workers. We need to have a strong membership to fight back against these attacks on our pay, jobs, terms and conditions- so if you're already a member, ask a co-worker to join today. Make your voice heard, become part of the fight back that is needed to change the industry and to secure a better future off shore. Stronger together, stronger offshore, stronger in Unite. You can join online at www.unitetheunion.org, speak to one of the unite organisers at the heliports for a membership pack.

ASSIST THE CAMPAIGN OFFSHORE

Below are ways to get in touch with Unite organisers who can guide you in assisting with the campaign. We will always protect our workers from hostile employers- if you have something to say about how best to proceed with our campaign for a sustainable future for the offshore industry, then please get in touch. If you think you can help us build a picture of what's *really* happening offshore, or if you can take information out to your co-workers, then email, call or text a Unite organiser asap. We need all members' information to be up to date so that we are ballot ready. Continue to follow us on social media and on our website as detailed above. To move ahead legally with the dispute in the OCA, it is now **absolutely crucial** that Unite have the following info **for every member: address / job title / rig / employer / contract type**. If you haven't already done so please send us your info either by emailing: offshoreunite@gmail.com or speaking to an organiser

CONTACT DETAILS

WILLIAM WALLACE- OCA OFFICER- williamc.wallace@unitetheunion.org

JOHN BOLAND- COTA OFFICER john.boland@unitetheunion.org

UNITE ABERDEEN OFFICE – **01224 645 271**

TOMMY CAMPBELL – UKDCA OFFICER- tommy.campbell@unitetheunion.org

BILLY DONOHOE – ORGANISER – billy.donohoe@unitetheunion.org

DOUGIE ORCHARDSON – ORGANISER – dougie.orchardson@unitetheunion.org

MEMBERSHIP FORM GB

Surname _____ Mr Miss
 Forename _____ Ms Mrs
 Dr Rev
 Male Female

NI No. _____ Date of Birth _____
 House No./Name _____

Street _____
 City/Town _____
 Postcode _____

Home Tel: _____ Mobile _____
 Email _____
 Please tick if you wish to receive the union's magazine

About Your Job

Employer/Company Name _____

Job Title _____

Work Address _____

Postcode _____ Work Tel. _____

Which membership do you require?
 Enhanced full time (more than 21 hours per week)
 On certified apprenticeship scheme
 Year 1 Year 2 Year 3 Year 4
 Driver Care (a separate Driver Care application form will be sent to you for completion)
 Basic full time (more than 21 hours per week)
 Basic part time (10-21 hours per week)
 Other (eg Unemployed member of the community working less than 10 hours per week, under 18, full time student, retired members or permanently disabled members who are not in paid employment)

Equal Opportunities

Unite the union is committed to the promotion of equal opportunities for all and it is the union's aim to provide services and support to members that is free of discrimination on the basis of race, gender, religion, sexual orientation or disability. What ethnic group do you belong to?

Please tick Mixed White & Black Caribbean Asian or Asian British Pakistani Black or Black British African
 White British Mixed White & Black African Asian or Asian British Bangladeshi Black or Black British Other
 White Irish Mixed Other Asian or Asian British Other Chinese
 White Other Asian or Asian British Indian Black or Black British Caribbean Mixed White & Asian
 Other/please specify _____

Please tick if you regard yourself as disabled Please tick if you are Lesbian Gay Bisexual Trans

Branch No. _____ Job Code _____ Workplace Code _____

Direct Debit Details - Instructions to your Bank or Building Society to pay by Direct Debit



Originators ID Number **9 7 1 4 6 7**

Name of bank/building society _____

Town of the Bank _____

Sort Code _____

Account Number _____

Name(s) of _____

Account holder(s) _____

Instruction to your Bank or Building Society

Please pay Unite the union Direct Debit monthly from the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with Unite the union and, if so, details will be passed electronically to my Bank Building Society.

Authorisation of deduction of your trade union contribution from your pay (check-off)

Note: Not all employers operate check-off. I hereby authorise the deduction of Unite the union subscriptions from my pay of such amounts as shall be notified to my employer on my behalf from time to time by Unite the union. I also authorise my employer to inform Unite the union of any changes of address.

Paid weekly or monthly? Weekly Monthly Payroll No. _____

Please read the Data Protection Notice.

You have the right at any time to stop us using your details for third party marketing purposes. If you do not wish us to communicate with you or share your contact data for these purposes, please tick this box. Please note that this will preclude you from receiving our special offers or promotions.

Are you or have you been a member of a trade union? (including Unite the union) Yes No
 If yes, please give the name of the union and date of last payment _____

When you join Unite, you are also authorising the Union to deduct an additional amount for your subscription to your local branch fund.
 I agree to abide by the union's rules. I authorise the payment above:

Signature _____

Date _____

Employer Code _____ Recruitment Code _____ Membership No. _____

TEAR OFF COMPLETED FORM - MOISTEN GLUE AND SEAL - NO STAMP NECESSARY

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