

# ENOUGH IS ENOUGH

The Bulletin of  — The offshore energy branch of 

## Number one priority?

The debate about the effects of moving workers to 3:3 rotations continues. As you might expect 'big oil' say there is no evidence to suggest working 3:3 is unsafe. They tell us that in fact there are other regions around the world where 4:4 or even 6:6 is operated without any impact on safety. The ever obedient 'nodding dogs', the contractors that make up the OCA, COTA and others, have lined up behind their pay masters as you might expect doing a fantastic impersonation of those ornaments you used to see in the rear windows of cars. 'Oh yes, no safety issues here!'

It seems the regulators, our friends at the HSE, don't have a view on 3:3. Instead they are emphasising the need to maintain standards and manage any changes without impacting the safety of operations. The HSE Chief has warned there should be no repeat of the mistakes made in the early 1990's when cost reductions led to maintenance on production installations being slashed resulting in failures of safety critical equipment, meaning more gas leaks and incidents.

The workforce views cover every possible opinion, from the anger of imposed changes with no consultation, to the very real fear of what these changes will mean to safety of operations and their health. There's also fear to challenge due to the risk of being targeted as part of the widespread redundancy exercises using the dreaded "matrix system", while there's despair and disillusionment and more anger having been told 'you're on the list to go'. There's even the "grow a pair" brigade who say the workforce should "man up" and be thankful they still have a job! Some offer to work 6-weeks on and 2-weeks off because they have "done it before" and they say all the "moaners and whingers" are playing the "safety card" - again!

The "man up" brigade can bugger off! Most have obviously never worked on an oil and gas production platform in the North Sea! We say; "oil and gas production platform in the North Sea" because this is the key; we know workers do 4:4 off Africa or Brazil, or even Australia, but do these areas have platforms in the condition that ours are? Do they work long trips of nights and never see day light from the start to the end? Do they encounter the weather conditions that we do? Are these people living on remote Major Accident Hazard sites? Are they seeing their exposure time to risk being extended by a further 28 days?

The oil companies moved workers to 2:3 rotas or provided paid leave on the basis it was an improvement to safety; it improved the work life balance; it improved occupational health; it improved morale, commitment and productivity and some said, 'it's cost neutral'! The oil companies have abandoned that position now and say there are no H&S issues with the changes that are being imposed, we say - Prove it!

What have they actually done to verify their claims? Where is the research and analysis, where is the 'safety case' supporting their position? The 3:3 rota on oil and gas production platforms is an unprecedented step, a step into the unknown. Not only that it will see a reduction in maintenance crews, on installations which require extensive maintenance work to ensure safety critical equipment functions as it should. It will see reductions in maintenance staff where there are already extensive backlogs of maintenance. We have to ask how this will improve efficiency and production, and not impact on the safety of operations?

As indicated, the 'nodding dogs', who engage the vast majority of workers have lined up behind their oil company clients for fear of being seen as obstructive, as this might jeopardise their precious contracts. Like a school playground clique, they are all running behind the school bully boys and agreeing with everything they say. The only futile effort they have made to question what is happening came in a document produced by the OCA, which suggests a series of risk assessments should be conducted before, during and after the implementation of a 3:3 rota. The hazard they identify which requires this extensive risk assessment process is - a third week of work! You couldn't make this stuff up, and these are the employers who have a "duty of care" to each and every worker out there! Shame on you all, you are failing your employees, you are failing in your duty of care!

The HSE won't intervene on 3:3, and this is despite the fact they commissioned a study in 2010 by Oxford University that is clearly sceptical about working 3:3 shift patterns in the North Sea. There are also earlier reports which raise concerns about the health impacts of doing extended 12-hour shift patterns, suggesting workers could experience gastrointestinal problems, cardiac problems, or even mental health problems as a consequence. We are asking the HSE to initiate a study around these issues, but in the meantime if operations are not being managed safely, HSE will act. We can report we have already furnished the HSE with material which has generated an investigation and if you can provide the information, we will chase it up.

So what about the workforce? As we say there's a real mixed bag of reactions and that's the problem we face - we've all got different opinions on how we deal with this situation and until we establish unity we will struggle to resist these changes. Since the old days of OILC we have always argued that you cannot ring fence industrial relations away from health and safety, they have always been linked and today this is more apparent than ever. This is a fact, as is the answer to the question posed by our headline, as it's blatantly obvious the industry claim - "Safety is our number one priority" - is utter bullshit!

# Jimmy Laing, Shop Steward, Executive Council member, Branch Chair, and Chef says; AND IT'S GOOD NIGHT FROM ME!

**A**fter three and a half decades, and close on one thousand helicopter flights, the time has come for me to say goodbye to the North Sea. A journey that has taken me around the North Sea via; Atlantic Two, Forties Delta/Charlie, Heather A, DB100/Brae A hook up, back to Forties Delta, North Cormorant, Beryl B, Andrew, Beryl A and finally Forties Bravo.

It was not a decision taken lightly, but never having done a 3-weeker in my time (even when premium rate was available) the chances of me doing it for single time was never even considered, and “er indoors” was right behind me as she didn't want to be “home alone”

for three weeks. Another huge part of me leaving was the health and safety aspect, as I'm in my later fifties now and was pretty knackered after a fortnight in the galley, the thought of an extra seven days in the heat had no appeal.

I feel there has been a dramatic change for the worse within the workforce offshore since when I first started. The fight seems to have gone out of the workforce, and I'm shocked at how easily the present changes are being accepted. The great camaraderie has gone! When you came onshore in the first ten to twenty years you had some fun times where the entire crew had a wee drink and a good bit of banter before going on their way. It seems an ever increasing habit offshore is to stab your co-workers in the back to gain “brownie points”. Another thing that has changed for the worse is promotions, and talking to mates from offshore in all disciplines it's pretty much across the board. In the old days you only gained promotion through hard work, whether you spoke your mind or not. These days it seems the way to promotion is to not speak your mind, its say yes to everything and keep your head firmly wedged between the gaffer's buttocks!!

I first made contact with Jake and Ronnie in the strikes (unofficial) of 1990, when on the North Cormorant where the vast majority of the workforce “downed tools”. The camaraderie was brilliant aboard, everyone involved communicating about our next move in our fight for better safety and terms and conditions. To this day, I always tell anyone who will listen, that was the best increase in terms and conditions in my time offshore and surprise, surprise the recognised unions did not back the action. That was when I realised that the OILC (now amalgamated with the RMT) was the way forward for me.

I have been a shop steward with the OILC and then RMT for several years now, and always fought the corner for my members (of which I gained many on the units I worked), although I always let them know that I could not defend the un-defendable. I have also been Branch Chairman for a few



years and enjoyed meeting with members at branch meetings (even when Ronnie was correcting me on procedural points) and having a beer afterwards.

I have also been the representative for the Offshore Energy branch in the union's Council of Executives for several years, attending quarterly meetings in London, for which my company was kind enough to furnish me with leave if the meetings coincided with offshore time. I arrived in London not knowing what to expect, and Jake and Mike did warn me it would take a good few meetings to find my feet, and they were right.

Gradually I grew into the swing of things, and although I didn't always agree with everything that was discussed, as time went on you became more confident to stand up in the boardroom and put your points across. It was an absolute privilege to share the boardroom with the late and great Bob Crow. If ever there was a man with his heart in the right place, Bob was that man. All Bob wanted was for the working man to get a fair deal, especially his members, and his 24/7 commitment to his position unfortunately led, I believe, to his passing far too early. Sorely missed.

There were many good people on the Council of Executives, and special thanks go to Sean Hoyle, who showed me the ropes in the early days. It was mostly the shipping delegates I dealt with and from day one I could see that Malcolm Dunning, a now retired colleague, was a wealth of information in my early days. Also a big thanks to Daz Proctor, Karlsson Lingwood, Graham Wallace, Tony George, Ian Boyle and Lee Davison (for the short time I knew you Lee) for all your support and some great times over at the digs in Clapham. Also thanks to Mark Carden and Steve Todd for always keeping me up to date with what was happening, and all the railway members (too numerous to mention) but especially to Quirky for my repeated interrogations during the run up to the Independence referendum!!!!

In the offshore branch, I would like to say a big thanks to Lorna and Issie for your help on the phones over the years, especially Lorna for consistently volunteering (?) to take the minutes at branch meetings. To Mike McCaig for the frequent phone calls we shared over the years (I don't know who was trying to cool who down!!) regarding possible strategies, etc. To Ronnie McDonald, a quite brilliant legal and procedural brain, as I mentioned earlier for keeping me right in chairing branch meetings. To Jake Molloy who probably saved my skin several times over the years, as several times when I sent Jake e-mails to OK them before I sent them to my employer's, within seconds came the reply

"For f\*c\* s\*k\* Jimmy don't send that!! Jake was a wealth of knowledge for me, and cooled me down a few times when I was losing it, and eventually I learned to be more tactical and think things out instead of jumping in feet first. I don't think many of the members realise the workload that the Regional Organiser has to put up with, yet Jake you always seem to keep calm throughout, a remarkable ability and especially at the present time.

I'd also like to extend a big thanks to all the members that I had dealings with, especially on the Forties, but it's relaxing not to have the mess hall phone going daily looking for advice. Your solidarity when the going got tough was a big

plus for me, and I thank you for that and wish you all the best for the future.

Finally, a good friend of mine who was a baker offshore, who sadly was laid to rest earlier this year after a battle with cancer; he always said to me when he got his medical retirement from offshore, that he didn't realise how much he hated offshore until he had left the industry. Now that it's three months since I was last offshore I can see where he was coming from, as it's like a weight off your mind knowing you don't have to go back. So, if anyone out there is hacked off with being moved to 3-weekers, trust me there is life outwith offshore!

Jimmy Laing

## IMPOSED CHANGES and the individual

**A**t RMT we always look to support members and provide the best advice we possibly can. However, we believe we must be honest with our members and avoid providing false hope or raising expectations, as failure to deliver can devastate members. It is for these reasons we have opted to run this article, as you must be aware of the problems each of you faces in the current climate.

In real terms with an imposed change the company is placing you in a 'take it or leave it' situation and your options are limited to just about that. You can go in and argue using the grievance process, but this is unlikely to change the company's position and they will almost certainly dismiss your grievance. You would then face the 'take it or leave it' decision we mention. What you have to understand is; the 'leave it' option effectively means you have to resign and try to take the company on for a "breach of contract" and or "constructive dismissal". Our legal advisors suggest that in most cases, it is likely that continuing to work even under protest will be considered by an Employment Tribunal as affirming acceptance of the changes.

Resigning and claiming constructive dismissal or breach of contract would involve you making a claim to an Employment Tribunal (ET) and we

have to be completely honest with you and tell you this is extremely risky. The main risk is related to there being other employees who are accepting the change, as well as the fact that these types of claims are extremely difficult to establish. The reason for this is the company can argue the changes are justified due to client requirements and can set out various other reasons. These tend to be around – Economical, Organisational and/or Technical – reasons which an employer can use for imposing change. For example; if your employer placed a letter in front of the ET showing their clients were imposing a significant cut to the contractual arrangements and were restructuring their operations, and that to maintain the contract your employer was compelled to meet these requirements or the contract would be terminated, this would likely satisfy the ET that the employer had no other option but to impose change.–There are no certainties with the ET of course and your argument may be successful. However, if this were the case we must also highlight the fact that even if you won outright at the ET, you would only receive a monetary award and would still be out of a job. Reinstatement orders rarely if ever happen in any case, and they never happen with cases of this nature. In the current climate offshore we don't think this is a good idea. That said, it is

entirely up to you to decide what route you want to take and we will endeavour to assist you with whatever option you choose.

We appreciate this is not what you had hoped to hear, but we must provide you with an honest, factual assessment of your situation otherwise we would be failing in our duty to support you in an appropriate manner. We must also highlight that as a fighting trade union we are acutely aware of the frustration you are feeling, we feel the same frustration. Industrial muscle and the ability to resist cuts and imposed changes lies with the workforce, that's you and your colleagues. Sadly, if workers are not prepared to stand shoulder to shoulder with you, it leaves you extremely vulnerable and the union as a whole can exert very little leverage.

We are committed to fighting against the cuts and changes but we want to avoid losing activists who we will need in the future if we are to reverse the injustices currently being imposed. We need to organise, educate, and then agitate when we are stronger and prepared. This industry will pay for these attacks if we prepare, but we fear you won't achieve that on your own. If there is a fight to be had, we will take that fight with you. Look around you and consider who else might? And ask them who will support them when trouble comes knocking at their doors?

# FU! A model for change

**A**s things stand, we have two/three unions dealing with the bulk of offshore employers; Unite and GMB with the OCA; Unite and RMT with COTA; Unite with the Drilling contractors; and RMT with the Diving agreement ODIA. Other arrangements for the supply vessels, ROV and standby vessels involve Unite, RMT and Nautilus, (the seafarers Officers Union). All of these arrangements are with contracting companies who employ nearly 90% of the workforce servicing the offshore oil and gas sector.

The unions are trying to resist contract changes as well as the thousands being made redundant. The resistance is pushed by the unions to contracting companies, despite the fact the contractors are doing as they are told by their pay masters - the OIL COMPANIES. The truth is; the contractors will do what their "clients" dictate and it doesn't matter what the unions say! So why try to maintain a bargaining structure which prevents bargaining? Why try to retain 'agreements' which are failing to protect terms and conditions or jobs? Why not consider a different way?

RMT has proposed an Offshore Federation of Unions a collective of ALL unions to bargain and negotiate with the real paymasters - the Oil Companies. All of the Norwegian trade unions sit down every two years and negotiate improvements and changes with Norwegian Oil & Gas, which is made up of the same oil companies that operate here. When the unions negotiate and secure agreement the changes are applied to ALL workers on oil and gas producing installations, including oil company employees, and become Norwegian "standards". The oil companies in the UK sector say they want to 'standardise' all aspects of offshore operations to give them certainty, improve efficiency and reduce costs. So let's give them a model that can bring standards across the sector, let's adopt the Norwegian Oil & Gas/Trade Union model by creating a new federation of offshore Unions, the Offshore Federation Unions (OFU) which can set standards with Oil and

## We can get rid of the 'them and us' inequalities that we've had for years

Gas UK (OGUK).

The creation of the OFU should be a starting point for organising ALL workers across the UK sector, including oil company employees. All workers supporting the development of 'standards' should join a trade union, any Union, just as long as that union is an offshore federation union so that ALL workers are part of the OFU. We then need to decide the standards that we want for ALL workers across our sector. For example on rotas;

A UK standard of a 2:2 rota for ALL workers on all oil and gas producing installations with a 4-week paid leave provision (to be taken in two blocks of two-weeks). The paid leave should be provided on a "use it or lose it" basis; paid leave cannot be sold, it cannot attract enhanced rates if worked, and it cannot roll-over into the next holiday year. The holiday year for all workers should be January 1st to December 31st each year, and paid leave could be determined in advance of each holiday year and rotated. We're sure our readers will have views on this and we'd welcome them.

We could have a two-yearly review of earnings and if a percentage increase is agreed, it should be applied to all workers across the sector. This percentage increase can then be negotiated at a local level with specific contractors, possibly through existing structures like OCA or COTA. For example an increase of 3% between the OFU and OGUK could be divided up at a local level with certain elements changed like travel, sick pay etc. equating to the total of 3%. So the creation of a new model doesn't have to mean the end of the old ones, it just improves them and at the same time

creates 'standards'. We can get rid of the 'them and us' inequalities that we've had for years. Let's face it, why should a rigger get 4-weeks paid leave, while a caterer gets 3-weeks and a driller gets nothing! We are ALL offshore workers and we should ALL be treated equally.

We could have standards for; working hours setting out when a rotation ends and overtime begins, as too many have a 15th day payment, or a delay payment, or overtime, or bugger all! Standards for rest periods and maximum hours; standards for overnight stay and meal allowances; it cannot be fair that some have single rooms paid for and a meal, some have shared rooms paid for and no meal, and some have to make their own arrangements and pay it themselves! We could have standards on redundancy selection, (kill off the matrix!) standards on redundancy payments, and much more!

We currently have different unions doing different things with lots of different employers but delivering jack-shit! We don't have the oil company staff organised and they don't have any direction or leadership and see the unions and contract staff fighting each other! We have inequality, we lack unity. If we can get organised and get direction, we can build and prepare, then push for the OFU and OGUK negotiating model and achieve UK standards. They may not be as good as the Norwegian standards (yet) but we've got to start somewhere. Right now we are heading up a blind alley and with current membership, fragmented structures and no leadership; we could see those members we have being wiped out with ill-conceived industrial action.

Working together in a new way gives us a chance to protect and create jobs; it gives us and the industry a chance to sustain production and maximise recovery in a safe and efficient way; it gives us the chance to create a model which might actually sustain and grow trade union density in an otherwise declining membership sector.

**Note: RMT proposed the OFU to a group of trade unions in March, it was rejected.**

# Offshore workers denied basic human rights?

The vast majority of offshore workers today are employed in three primary areas; Maintenance/Engineering (M/E); Drilling; and Catering. The terms and conditions of these workers are dictated by three Collective Bargaining Agreements (CBA's) covering each specific sector; M/E is covered by the Offshore Contractors Association Partnership Agreement (OCPA) to which Unite and GMB are the Trade Union signatories; Drilling workers are covered by the UK Drilling Contractors Association (UKDCA); and Catering workers by the Offshore Catering Traders Association (COTA) agreement.

In dealing with the question posed above, we will look specifically at the OCPA and the UKDCA arrangements due to the nature of their creation, as they differ significantly from the COTA agreement which has been around since 1977.

The OCPA and UKDCA arrangements were finalised just days before the Government introduced new legislation. For the first time in the history of the offshore oil and gas industry, workers would have the means to determine whether they wanted CBA's and if so, which trade unions would fulfil that role. On June 6th 2000, the "Employment Relations Act 1999" (ERA'99) came into effect. This legislation allows workers to establish collective bargaining rights where a majority of those workers support the concept. This can be done in a democratic process via a ballot box. Equally, in keeping with the democratic thrust of the legislation, where a CBA is established through application to the Central Arbitration Committee it can be undone by that workforce and the trade union can be de-recognised.

However, because the OCPA and the UKDCA were

established prior to the implementation of the ERA'99, (even though it was only hours before) workers were prevented from exercising their rights under the Act. Instead, the employers selected the Trade Unions they wanted, thereby denying the workforce the opportunity to exercise their rights to freedom of association and the right to organise. So the trade unions were selected by the employers but the ERA'99 provides for de-recognition, is there scope for workers to exercise their rights? Sadly NO; due to the fact the CBA's were established just before the ERA'99 was enacted, means the de-recognition right is also denied the workforce. Additionally, where an employer enters into a "Partnership" voluntary recognition arrangement, which both of these are, the de-recognition provisions do not apply.

As things stand, the majority of offshore workers will never be able to organise or to associate with a Trade Union of their choosing. The CBA's which exist prevent this and will continue to prevent it unless the law on collective bargaining is changed.

We believe all of this means that thousands of workers in a **Major Accident Hazard** industry, which is one of the most critical industrial sectors in the country, are being denied their basic human rights. We believe the employers and the trade unions are breaching International Labour Organisation conventions around the freedom of association and the right to organise. We believe this denial of basic human rights is dangerous, demoralising and disengaging workers across the sector who are under attack like never before by the oil majors. We seek your support in providing workers with their basic human rights. Contact you MP or MSP or MEP and ask for their support. You deserve better!

## Letters

Dear EiE,

These are dark times we live in but I can see a glimmer of light at the end of the tunnel!

Once again thanks for an excellent publication EiE, along with the Blowout they are always fantastic reads and the information in them is always second to none. Recently I joined the "3and3itsnotforme" Facebook which has been packed with lots of information and I must say it's great that we the offshore workforce now have a positive platform to discuss what's going on within the industry. And some of the debate is top class rather than the usual dross on other social media platforms. Hopefully we can come out of these dark times with some sort of 'united' front between the Unions and the strong proactive element on this page. I would urge every member of the workforce if you haven't all ready joined, get on Facebook and contribute at 3and3itsnotforme. Lastly I would like to thank my branch for supporting Mr Furie

in his endeavours and my RMT sponsored 3and3 t-shirt is a regular in my offshore kit bag and quiet often worn about the accommodation.

*Yours member no: M0129306*

*[Thanks for the letter colleague, we have chosen to advertise the Facebook page in this edition as a number of our members have been in touch about it. Branch Sec.]*

Dear EiE,

The unions have failed.

I am writing in regards to the current situation in the offshore industry and the pathetic attempts by the unions to save this so called OCA agreement . . . , in fact agreement is not the word that I would use to describe this document that is shackling the workforce! The only suitable place for this document is the recycle skip on the pipe deck!

I have had a real insight in to what must be the biggest con of a workforce I have ever seen. I joined the 3and3isnotforme

Facebook site and have been reading a lot of the "factual" information that has been uploaded by Mr James Furie the site organiser. He has exposed a lot and made us all aware of how we have all been conned. I mean we knew it was bad but did we really think it was this bad?.

The lunatic attempts by the Unions to convince us all that they can win a dispute offshore are exactly that complete LUNACY! They have been banging the big strike drum since the start of these shenanigans when they know, and the officers definitely know, that they are spewing out a barrow load of garbage. They keep on shoving up posters with "are you ballot ready?" Well I have got something for them to be ready about . . . , and that is to be run out of the North Sea.

I have to ask this question and so should other RMT members; can someone explain to me why we should join with the other Unions on a suicidal strike which is guaranteed to end up a total disaster? And especially if the current

“crazy gang” are leading the dispute, while sitting in their bunker at the Aberdeen offices so far removed from the reality of what is actually happening offshore! And another question springs to mind what would RMT members be striking for? To defend that rotten OCA arrangement which is ready for the skip and is the real blockage to workforce organisation and unity!

We need a new way forward and the OCA is not wanted in the new era. It is “not fit for purpose!” We need the Trade Union Federation that has been described on the 3and3isnotforme Facebook site, this is the only thing worth fighting for. And if the unions won't listen to their own members then shame on them. In a recent communication one union described themselves as a “member led” democratic union, well lets have a bit of that instead of paying lip service to your members for a change.

*Member no: M0105973*

To EiE,

Can you please print this letter in your next edition of EiE or Blowout before it's too late and we all end up doon the road! Now is no the time for strike, that's exactly whit the employers want you to do so they can pick us all aff one by one. We need to circle the wagons and get prepared, we need to start collaborating and working together, cos that's whit the oil companies are doing, you can be sure of that!

Sure we're getting a kicking the now, but that's because we're no ready to resist. And that resistance has to start with the trade unions people, and that's all the unions. The people oot here have got nothing to look to for direction or support apart from all the unions and the workforce having a pop at each other. We need to start things the way we did back in the 80's by getting a few activists on each installation, people the lads can trust and respect and who can advise them. Remember, we got decimated in '86 but we were up and running and taking the fight to the oil companies by '89 without anything more than a fax machine and land line telephones! The day we can do anything to keep the information flowing and keep the lads supported and educated.

I keep hearing there's too many 'I'm alright Jack' people working oot here, but I think it's more a case of - 'I'm no sure what to do Jack' people and with a wee bit of support and education we could turn this bloody mess around. The idea

that we pull the fighters oot on strike while the rest carry on working is just daft and the union officers that think otherwise need to get a grip of their senses!

Come on Jake, Steve, Mick and the rest, get these unions together and start organising before we're all doon the road because it's obvious the oil companies want us oot the same way they got rid of all the ship workers and replaced them poor bloody souls from the far east that haven't got a clue.

*Mem No M0105975*

**Norwegian Way!**

Can someone at RMT please explain why we are getting hammered here in the UK while the Norwegians, the Dutch and the Danes don't seem to be as badly affected? I know from a couple of contacts I've spoke to through that new Facebook page "3and3itsnotforme" that there's been redundancies because of the downturn and that it's happening across the world in every sector, but the Norwegians, Danes and Dutch are not getting their terms and conditions slashed like we are? The Norwegians are still working 2-on 4-off, most of the Danes are working 2:3 and almost all of the Dutch are working 2:2 and they have leave. So why are we getting treated like s\*\*t?

I'm beginning to think the oil companies are doing what their doing because they know the British workers are not organised and they wouldn't be wrong. I'm not blaming you Jake or the OILC or RMT or the other trade unions, it's down to us at the end of the day for not joining unions and getting organised. But I've got to say the agreements that we've got don't help. The companies do what they bloody want. You know me, I've worked with them all and I get different rates, day rates, hourly rates, different leave pay, sick pay, different leave if you go with that rotten mob Apache! How can we organise guys and get them in the union when we're getting treated like s###t? The OCA companies do what they bloody want with the agreement, they all read different ways. I mean for Christ sake I get 8-hours stand by every day with Amec but at Woodgroup you get 8-hours for a fortnight then filed break because you're supposedly on a contract. A load of s####e!

As I'm emailing this to you Jake I've just seen a post on the Facebook saying the Norwegians have got a pay rise! FFS! We're farting about trying to save what

we've got while the Norwegian workers are still getting improvements! I think there's a message here for the British workers and a message for the trade unions. I know most Norwegian workers are in a trade union so we need to sort that, but all the trade unions were working together to get this new deal, we can't even do that according to the Facebook page! Can we not complain to the TUC or something?

*Details provided.*

**Lest we forget**

As this edition of 'Enough is Enough' goes to press we once again remember our colleagues who were lost on Piper Alpha. It's 27 years since that terrible night where 167 fellow offshore workers perished after the platform blew apart. Every year since we have paid your respects to our lost colleagues by placing a wreath at the memorial in Hazelhead Park Aberdeen in your name, the members of OILC/RMT. The loss of our colleagues in 1988 generated a reaction, a workforce stood together in condemnation and resistance. We remember those lost again today, and in their memory we hope we can once again get a workforce to stand together.

*Branch Sec.*

## **ATTENTION ALL MEMBERS**

Members are still being advised to update their details if they haven't already done so as it is of the utmost importance that RMT has these correct should a ballot require to be conducted. All members should send an email to the address below and they must contain your membership number which will help our membership department to identify who you are. You should headline your email with the wording;

## **OFFSHORE MEMBERSHIP DETAILS**

We need to know who you are employed by; what your position/job title is; the installation you are working on; and of course if your home address, telephone or email contact details have changed.

You can also call the main telephone number on 0800 376 3706 and you should have your membership number at hand. Please help us to help you.

Offshore membership details  
info@rmt.org.uk

*Regards, Branch Secretary*

**NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS**

Unity House, 39 Chalton Street, London NW1 1JD



**APPLICATION FOR MEMBERSHIP** – please complete your application along with either the attached Direct Debit or a separate paybill mandate form.

Please use **BLOCK CAPITALS**.

\* Information that must be provided.

BRANCH NUMBER	S100
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Moisten along edges and fold to seal

**1 PERSONAL DETAILS.**

Surname*	<input type="text"/>	Address*	<input type="text"/>
Forename(s)*	<input type="text"/>		<input type="text"/>
Home phone	<input type="text"/>		<input type="text"/>
Mobile phone	<input type="text"/>	Postcode	<input type="text"/>
Email address	<input type="text"/>		
Date of Birth*	<input type="text"/> /	<input type="text"/> /	<input type="text"/>
		National Insurance Number*	<input type="text"/>

**2 Your Employment.**

Employer*	<input type="text"/>	Location*	<input type="text"/>
Job Description*	<input type="text"/>	Part Time	YES <input type="checkbox"/> NO <input type="checkbox"/>

**3 Sex.**

Male  Female

**4 Ethnic Origin.**

White  Black African  Black Caribbean  Black Other   
 Pakistani  Indian  Chinese  Bangladeshi  Irish  Other (please state)

**5 How do you wish to pay.**

Direct Debit (you must complete form below)  Paybill Deduction (complete separate form)  Your Pay Number   
 I confirm my paybill mandate has been sent to my pay office.   
 Phone Freephone 0800 376 3706 to confirm your company offers paybill facility.

**6 I undertake to abide by the rules now in force or those that are adopted.**

Your signature  Date /



**Instruction to your Bank or Building Society to pay by Direct Debit**



Please fill in the whole form including official use box using a ball point pen and Send to: RMT, 39 Chalton Street, London NW1 1JD

Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
	Postcode

Name(s) of Account Holder(s)

Bank/Building Society account number\*  
  
 Branch Sort Code\*

Normally your payments are made once a month to RMT.  
 If you prefer to pay 4 weekly instead please tick

Banks and Building Societies may not accept Direct Debit Instructions from some types of account

Originator's Identification Number

9  7  1  7  4  5

Reference Number

Your National Insurance Number

FOR RMT OFFICIAL USE ONLY  
 This is not part of the instruction to your Bank or Building Society.

Instructions to your Bank or Building Society.

Please pay RMT Direct Debits for the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with RMT, if so, details will be passed electronically to my Bank/Building Society.

Signature(s)   
 Date

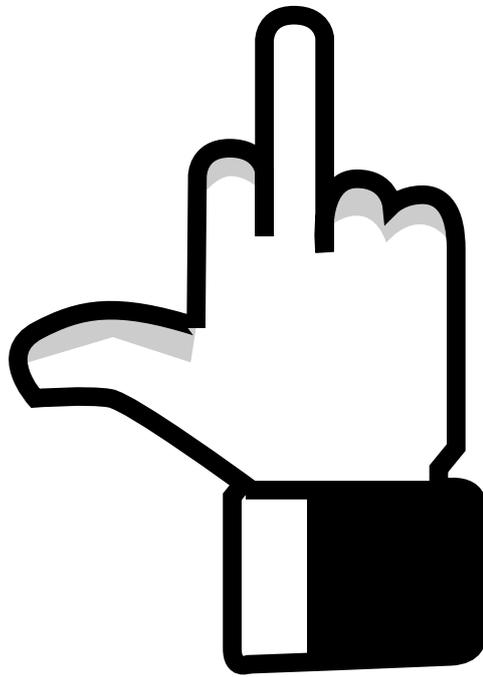
**The Direct Debit Guarantee**



- This guarantee is offered by all Banks and Building Societies that take part in the Direct Debit Scheme. The efficiency and security of the scheme is monitored and protected by your own Bank or Building Society.
- If the amounts to be paid or the payment date changes, RMT will notify you 10 working days in advance of your account being debited or as otherwise agreed
- If an error is made by RMT or your Bank or Building Society, you are guaranteed a full and immediate refund from your branch of the amount paid
- You can cancel a Direct Debit at any time by writing to your Bank or Building Society. Please also send a copy of your letter to us.

**3 = 3**

**it's  
NOT FOR ME!**



**3and3itsnotforme**

**An Offshore Page  
For Offshore Workers**

