



An OCA (Dis)Agreement

OCA Base Rates

It has become clear that on many fronts Sparrows Offshore are not honouring the OCA Agreement. This is particularly the case when it comes to agreed rates of pay for flying squad employees. For example it appears, from all available evidence, that dozens of flying squad employees are being paid at a “day rate” that, over a twelve hour shift, is less than the agreed hourly rate.

In addition, it appears that Sparrows Offshore, are continuously paying a “retainer” rate when staff are both on and offshore. This “retainer” rate seems to be the equivalent of the agreed OCA Field Break rate. However, this is not the purpose or intent of the Field Break rate. Therefore, Sparrows Offshore, in this regard, are not honouring the spirit and intent of the OCA Agreement.

Standby & Down manning

From available evidence it seems that Sparrows Offshore are not honouring the OCA Agreement on Standby and down manning. For example, it is repeatedly reported that payment of the day rate (which is below D.1 of the OCA Agreement) turns into an hourly rate when being down manned. Once an employee comes back offshore early (before the end of a scheduled trip) they then revert immediately to the “retainer” rate. This is contrary to D.21 of the OCA Agreement.

What We Demand

We, the employees with Sparrows Offshore, demand that Sparrows Management and HR meet with our Unite representatives to agree the scope of a review of existing contractual arrangements. The purpose of this review will be to identify where the OCA Agreement is not being honoured, explore why this is the case and agree a set of proposals to remedy this unacceptable situation to the satisfaction of all parties.

Next Steps

- Join Unite & Grow your Union
Remember: More Members = Greater Union power /Strength to win for workers. If you're not already a member join your colleagues as Unite membership continues to grow in Sparrows Offshore.
- Sign up to our Collective Call to support the demands outlined above.
Only by acting together can we be sure of affecting meaningful and lasting change in Sparrows Offshore. As always we will be running this collective call to answer our demands electronically through Survey Monkey. This is not a survey. Rather, it is an efficient way of collecting digital signatures to advance your causes.

[Click here to join the Collective Call](#)

Join Unite Today. Visit: <http://www.unitetheunion.org/growing-our-union/>



Make no mistake, what we are demanding here may lead to Sparrows openly suggesting/threatening to come out of the OCA Agreement altogether. Do not allow this threat, should it come, to gain any traction. It is not in the interests of Sparrows Offshore to remove themselves from the OCA Agreement. If it was they would have decided to make this move themselves a long time ago.

The fact is it appears Sparrows want to cherry pick. They want the benefits of being an OCA employer without being willing to take on the responsibility of honouring the terms of employing staff to work offshore under that agreement.

Let us be clear: Sparrows have been getting away with this because you are not organised and unionised. Agreements mean nothing if you do not have the power to enforce them.

The simple truth is that collective power is the only way to win.

True, being in the OCA Agreement is better than not being in it. However, the Agreement is not being honoured anyway. You will always win more through powerful, coordinated, collective action than by hoping an employer will simply do the right thing.

By standing together, by standing strong, you can and will win, agreements or no agreements.

Now is the time to Stand Together. Sign the Collective Call for Sparrows to meet our demands and say enough is enough.

[Click here to join the Collective Call](#)

Join Unite Today

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Unite Contacts

You have a small team at Unite who can provide in depth and hands on support. We firmly believe that the best way to develop a strong trade union that works for you is through face to face dialogue.

As people will know we have a range of different communications methods at our disposal. However, the best way of getting a good understanding of what we are looking to achieve is to talk things over in person.

Contact Peter Lawson or Derek Thomson and we will arrange to meet you at a time and place that is convenient for you.

Peter Lawson: 07817 103 909 or
peter.lawson@unitetheunion.org

Derek Thomson: 07718 668 510 or
derek.thomson@unitethunion.org

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