

Unite Offshore

Bilfinger Pay Claim 2019 *Updated*

The Time for Talk is Almost Over



unite
the UNION

Pay Claim 2019

Following the acceptance by Unite members of the improved OCA pay offer applicable from 1st January 2019, Unite has submitted a revised pay and conditions claim to BIS.

The Claim is Simple:

We demand that all elements that make up offshore workers' pay to have complete parity with the industry norm covered by the OCPA agreement. For the avoidance of any doubt this includes all rates of pay, allowances, holiday pay and sick pay. Our members expect that the pay claim be applied from 1st January 2019 as was the OCA increase.

Next Steps

Unite has requested an early meeting with the senior management to discuss this pay and conditions claim with the intention to have a formal response to put to our members no later than close of business Monday 25th February 2019.

If we have had no response by Monday 25th February 2019 we will take it that the pay claim has been rejected.

If rejected Unite will immediately consider all available options in pursuit of our members interests.

Stand Up Now Against the Race to the Bottom

BIS members could be up to 6.2% behind the OCA on the Hourly Rate by 2020 and are already 10.1% behind on Sick Pay.

Have Your Say
On Pay
Get Active
Get Protected
Get Organised
Join Unite

Today



Get Active, Get Organised, Join Unite

Online Today: <https://join.unitetheunion.org/>

Stand Up Now Against the Race to the Bottom



Bilfinger employees are falling behind both on base rates and in terms of important add-ons like sick pay and holiday pay.

Only you, by standing together, can halt the race to the bottom that Bilfinger have triggered.

Unite has given Bilfinger until the 25th Feb 2019 to agreed to match the OCA pay offer that members accepted.

If Bilfinger do not agree to match the OCA offer and backdate until 01.01.2019 then Unite will notify the employer of intent to formally ballot our members on what they are prepared to do in pursuit of fairness.

Consultative Ballot

There will be no consultative ballot in 4 weeks time. We held a consultative ballot in 2018 and the results were conclusive: Unite members are willing to take the action required to secure parity with the fellow OCA company members.

Time to get ballot ready

To help us get ballot ready we will be doing everything we can to get our membership records as up to date and precise as possible over the next 4 weeks.

If you need to update your membership details please contact the Aberdeen Office at: aberdeenstaff@unitetheunion.org

The Race to the Bottom in Numbers:

BIS down £700+ per year in 2019 and could be up to £1900+ per year by 2020

Sick Pay 10.1% off the OCA pace.

The only way to stop this is to prepare for action. Get Active, Get Protected. Have your say.

Join Unite Today.

The Race to the Bottom in Detail	OCA Rates (Cat. B)	BIS Rates (Cat. B)	Percentage difference	Real Terms Difference
Base Rates on UKCS From Jan 2019	£20.65	£20.17	BIS Minus 2.4%	Per day this is £5.76 less. On a three week trip this is a difference of £120.96
Base Rates on UKCS From Jan 2020	£21.43	No rise confirmed. Rate currently £20.17	BIS Minus 6.2%	Based on situation as of Jan 2019 BIS members could be up to £15.12 per day less. On a three week trip this is a difference of £317.52
Base rates on Repsol 2019 only	£20.65	£19.74	BIS minus 4.6%	Per day this is £10.92 less. On a three week trip this is a difference of £229.32
Base Rates on Repsol From Jan 2020	£21.43	No rise confirmed. Rate currently £19.74	BIS Minus 8.6%	Based on situation as of Jan 2019 BIS members could be up to £20.28 per day less. On a three week trip this is difference of £425.88
Sick Pay—Weeks 1-13	195.96	177.98	BIS Minus 10.1%	Base rates have not fallen as far as the sick pay allowance.
Sick Pay—Weeks 14-28	£509.50	462.75	BIS Minus 10.1%	This is the race to the bottom in action.

Unite Offshore is calling on ALL Bilfinger

Workers to Get Active, Get Organised and join the fight against the race to the bottom on terms and conditions.



To get protected and have *your* say on *your* pay in *your* industry
Join Unite Online Today: <https://join.unitetheunion.org/>

Membership Organisation & Density = The Level of Power you have to win on pay or on any other issue at work.



Stay in Touch

During any pay claim and industrial action ballot period employers may put out a variety of messages specifically designed to sow seeds of doubt.

It is imperative that if/when you receive any negative communications (be they verbally or via email) from the employer in relation to this Pay Claim that you contact Unite to let us know what is being said immediately.

We need to know what is being said so as we can respond to any and all negative employer messaging ASAP.

Example of Fake News:

In a recent communication Bilfinger's Sandy Boner said:

"We may not have communicated it widely, but we are proud to be one of the few major North Sea contractors to have agreed and swiftly implemented a 2018 pay rise for all its offshore and onshore direct employees, above the rates of our major competitors. 2018 was the second consecutive year that we have done this, and as we move into 2019 we hope to do the same again, as we continue to recruit and secure more work."

This pay rise was not agreed with the unions. Rather it was an imposition of a 2.15% rise (well below what was being discussed with the OCA).

The rise is not above the rates of major competitors Stork and Cape.

As can be seen from the table opposite if you work on a Repsol asset you are well off the pace.

This is fake news pure and simple



In Other Unite Offshore News for Bilfinger Members



Pay for Training

Unite members have been running a number of individual grievances which recently culminated in a collective grievance as result of Bilfinger refusing to pay 8 hours at D.1 (offshore day rate) for pre-mobilisation safety and other essential training.

Unite took legal advice on this issue and we very clear that most existing contracts of employment clearly state that all pre-mobilisation training will be paid at 8 hours of offshore day rate.

It was very common for members to be paid 2 hours for pre-mobilisation training then, after raising a concern being offered 4 hours.

However, this is not what the contracts state.

If you have recently completed essential pre-mobilisation training (i.e. within the last 3 months) and you have been paid less than 8 hours for that training then you need to contact Unite Today.

Unite Offshore: Protecting Existing Ts&Cs and Organising to Fight for Better Conditions in the future.

CISRS Campaign Update

Offshore Scaffolding Competency Working Group

An offshore scaffolding competency working group met in Aberdeen on Tuesday 15th January 2019).

Present were OCA (Offshore Contractors' Association) Employers' representatives plus Bilfinger Salamis (offshore) UK Ltd, Unite the Union offshore Workplace Reps and other Lay Officials and full time Unite Officers, the CISRS (Construction Industry Scaffolders' Record Scheme), and ECITB representatives regarding CPD (Continuing Professional Development) for Scaffolders.

Constructive discussions took place regarding CPD in order to develop a meaningful interface between the established CISRS scheme and the proposed Connected Competence scheme offshore.

The parties agreed for the ECITB and CISRS to map comparability of CPD between the CISRS and Connected Competence schemes.

It was further agreed to reconvene the working group on 21st March 2019 in Aberdeen in order to discuss the findings of the comparability exercise and agree on a way forward.

Unite advises that any Unite members who are offshore based scaffolders who in the interim pay for their own CISRS CPD course when renewing their CISRS card, that it is in their best interests to keep all receipts in regard to a future claim of reimbursement from their offshore employer.

You should register that claim for reimbursement with your offshore employer once you complete your CPD course and keep copies of all receipts submitted.

The Trades Dispute Unite registered with the offshore employers has only been parked aside until these talks are concluded.

We have already registered individual grievances about the employers not reimbursing the CPD cost and these have also been parked aside to await the outcome of the talks.

Its our objective to secure the reimbursement as part of any final agreed outcome to this issue of who covers the cost of the CISRS CPD course as part of an offshore scaffolder's card renewal.

If you have any enquiries about this matter then contact the Unite Aberdeen office on 01224 645 271.

Unite Offshore Contacts

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