



Unite petition leads to unexpectedly rapid breakthrough on mobilisation arrangements

A lot of members and non-members signed the Mobilisation petition to tell Sparrows that current arrangements were unacceptable. However, before we could move to submission it appears Sparrows got wind of what was happening and moved to resolve the issues being raised. Conspicuously, an email was sent out to all employees from the Executive Director of Sparrows HR addressing our concerns under the three headings that we put together. Here's some of the highlights from the email that was sent out:

"Single Occupancy Rooms on Mobilisation

We will provide single occupancy hotel rooms to personnel prior to mobilisation, which will commence with effect from Tuesday, 01 August 2017. This includes breakfast and airport shuttle.

PPE delivery Prior to Mobilisation

If a request is made to the Aberdeen Warehouse group for delivery of PPE or other relevant equipment/material to the hotel accommodation at the Airport, for collection by an employee, it will be attended to. There shall be exceptions during out-of-hours, when a driver is not available, or indeed if delivery is required to a distant location. These exceptions will be notified to the requestor and a suitable alternative solution shall be established, which may involve despatch to the home address. However, to ensure that all delivery/pick-up requirements are met, It is important that such requests are made as early as possible.

Assignment/Allocation of Work *Our Logistics Team will continue to assign work to members of our Ad Hoc Crews in a manner, which ensure utilisation levels and thus potential earnings of each employee are maintained at the highest possible level, taking into consideration the following influencing factors: Award/Availability of project work from Clients; Skill-set required for task; Experience – job, equipment and location etc.; Training and Competence qualifications; Availability of the employee for mobilisation when required; Working around employee holiday requirements; Client requests for return of particular personnel to maintain continuity on short to mid-term work-scopes; Sparrows requirement for continuity on ongoing work-scopes."*

What is above is only some of what has been said. We would strongly recommend that all members and non-members read the email that has been sent out to them.

Mobilisation Watch

First and foremost we must make sure that Sparrows are making good on their new commitments. Read the above carefully and look through the email you have been sent. Is this happening now? Are there any problems to report?

Also, what else about mobilisation is bothering you, is there something else that we could potentially consider working on here?

Overleaf there is more on what our next steps could/should be. PTO

Unite

In

Sparrows Offshore



Let's Keep Moving!

It has been claimed that Sparrows "Employee Engagement Forum" has responded to concerns and therefore this shows that management are approachable and reasonable. Be under no illusion: This quick fix would not have happened if you were not in dialogue with each other and working together with Unite. This quick fix is a tactic. Remember, management do nothing without a reason. The reason for this quick fix is to try and hoodwink you into thinking that a strong and active union is not necessary. Don't buy it. These early breakthroughs would not have happened without you starting to organise.

We now need to move on.

We are well aware that there are many questions about the payment or non-payment of OCA base rates for the flying squad. We need to move into a period of preparatory work on this now. This will involve, among other things:

- Looking at agreed OCA hourly base rates and how they compare with Sparrows day rates,
- Payment or non-payment for early (unscheduled) demobbing,
- Standby and retainer rates.

We will need to take the time to get this right and it will involve input from a lot of different guys.

You also need to know early on that Sparrows will be unlikely to shift on these contractual arrangements as easily as they have done on mobilisation arrangements. It is true that the OCA Agreement gives us some leverage. However, it is up to us to build a strong union within Sparrows that is capable of taking on these issues and winning on them.

**Unite: The Offshore Trade Union:
Organising For Strength,
Organising For Power**

Other Issues

We would like to take this opportunity to reiterate that growing a strong trade union that works for you in Sparrows can not be conjured into existence overnight. We build step by step, issue by issue, win by win.

We are acutely aware that the 3&3 and fatigue are major issues. One of the reasons we are suggesting that we focus on OCA base rates for the flying squad is to start tackling one of the major issues on the UKCS: The unacceptably high level of precarious ad hoc work.

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**

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@unitetheunion.org

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