

Industry Proposal

Following discussions with vessel operators and crewing agents at an industry level, and separately from any enterprise bargaining, AREEA presents the following industry proposal regarding a set of wages and conditions that can be adopted in enterprise agreements in the industry for the consideration of Union.

ITEM	Details
4-year Term	Enterprise agreements to run from commencement date for a period of 4 years.
4-week Swing Length	Transition from 5-week equal time swing rotations (where currently applicable) to 4-week equal time swing rotations commencing at the end of Year 3/commencement of Year 4 (first crew change after anniversary date).
Isolation/Quarantining Payment	Dead day + Hotel + Victualling Allowance (Applicable in a designated WHO declared “pandemic” period and to be applied when directed by Government, Client, and/or Company to undertake quarantining/isolation in a Government, Client or Company designated location)
Training	One percent of total annualised base salary payroll per individual working group (deck, bridge, engine) to be spent in the form of upskilling, learning and development for the work group accrued from.
Long Service Leave (LSL)	Casual & Permanent LSL referencing in EBA (wording to reference “the applicable industrial instrument”).
Annualised Base Salary Increases	Commencement rate -Year One –approx. 6% increase value Year Two – 4% Year Three - 3% Year Four - 3% A starting dollar rate will be an average across all applicable organisations to create alignment going forward.
Inclusion of all National Employment Standards changes such as Domestic Violence Leave and Casual Conversion	

Should this industry proposal be accepted within the timeline provided below, it is intended that all vessel operators will be able to make identical offers to their employees with the same conditions when they bargain for their next enterprise agreement.

The consideration period for this industry proposal will be up to close of business Tuesday 23 August 2022. Should the Union not accept the above offer in the consideration period, it will be withdrawn as of close of business Tuesday 23 August 2022 and any current or future bargaining negotiations will occur at the company level, without further reference to the above proposed terms and conditions.

It is also requested that, in order to limit any confusion between bargaining negotiations currently underway and this proposal, the negotiations occurring at the company level pause during this consideration period.

Please be advised that the details of this correspondence is embargoed until 1400 hrs WST on 01 August 2022 (today). This is to ensure all bargaining representatives have had time to be provided with this information.

Please provide your written response to this proposal by close of business Tuesday, 23 August 2022 via saskia.verity@areea.com.au. Should you require further clarification please do not hesitate to contact me on 0439 203 250.

Kind regards



Saskia Verity
Manager-Workplace Relations
1 August 2022