

# AMOU Executive Council 2024 Year in Review



# 2024 Year in Review

Dear AMOU Members

The attached is your Executive Council's 2024 Year in Review.

Once again we have had a jam packed year. I'm always amazed at how the AMOU Executive Council and Staff fit so much in and achieve such great results for our members.

The Rules of the AMOU list 45 different objectives of the organisation which can be grouped under a number of headings: Governance of the union, Industrial Representation of members, Professional Representation of members, Unity among like-minded organisations and Social/Cultural Engagement in the maritime industry. The Executive Council from day to day strives to touch on all of these high level Objectives and we hope the attached Report reflects that.

The end of 2024 sees a new beginning for Australia's coastal trading vessels with the announcement of first successful tenders to establish a strategic fleet imminent. This has been decades in the making and has been consistently championed by the AMOU. It's a big part of the AMOU's goal to revitalise Australia's maritime industry that also includes improved training and upskilling opportunities. It's only the start of the process though and we will continue to promote our local industry with our members, our potential members, our communities and through our institutions.

I've also included 2 significant vales at the end of our Review for AMOU Members Steve Groves and Jerry Brown

I wish you and your families well over the Christmas/New Year period. I hope you all get some down time to enjoy this summer with friends and family. In a 24/7 industry like ours that is not always possible but taking time to reflect and recharge is vital.

The Executive Council and Staff have been encouraged to take some time out and be ready to tackle what 2025 brings.

Stay safe and healthy.

Matt Jepson  
**President**

# AMOU Executive Council 2024 Year in Review



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## January

### Woodside Goode crewing

It was announced that ASP has been contracted by Woodside to crew the Woodside chartered, Maran Gas owned LNG Tanker the Woodside Goode, which will be totally crewed with Australian seafarers.

### WA State Government Wages Policy

The long-standing WA SGWP was rescinded with employees in WA ports now receiving CPI (5.8% p.a.) increases instead of the miserable 2-3% wage increases for the past 10 years.

### OSM Interest Based Bargaining

The AMOU represented members in Interest Based Bargaining in the Fair Work Commission from Tuesday 9 January to Wednesday 17 January 2024. Bargaining was rigorous with both sides taking adversarial positioning. OSM

applying for intractable bargaining, while AMOU was about to commence protected industrial action.

### RV Nuyina

Members were unhappy with the progress of negotiations for their replacement EA and the latest offer from the employer SERCO. Members endorsed industrial action while the vessel was alongside in Hobart over 24, 25 and 26 January.

### Port Authority of NSW

At the start of the month we heard rumours that the MUA has written to the Port Authority requesting the three general EAs, those for Port Kembla, Newcastle and Sydney, be combined into a single agreement. The AMOU was seeking the views of the membership about this but didn't want to find ourselves in a position where negotiations for

replacement EA's were unnecessarily delayed

### **Industry Skills Australia – Marine Order 505**

AMSA commenced a review after Marine Order 505 on 1 January. The original changes to qualifications and licensing included increasing the Master <35m to Master <45; Master <80 to Master <100 and adding a Coxswain Grade 3. AMSA created a technical committee to review maritime courses and with a view to take out anything redundant, fixing skills gaps, and simplifying the references to legislation.

### **Delegate Training**

It was announced that the AMOU and AIMPE were currently working with the Australian Council of Trade Unions to create a 2-3 day in person union delegate training course tailored to masters and engineers. The first course was planned for the week of 19 February 2023 in Brisbane.

### **Cruise Whitsundays**

After considerable issues with being included in negotiations, the AMOU made application to the Commission to be included in the just voted up enterprise agreement and to have the agreement cover us. Our

application was successful, and we were included in the agreement.

### **February**

#### **Northwest Sanderling**

Mark Davis visited all four North West Shelf Shipping Service LNG tankers for their last loadings in Dampier before final cargo discharge in Japan and handover to their new owners in Singapore. All crew on the Northwest Sanderling were presented with a coin commemorating the 35 years of operation of the ship.

#### **Teekay Shipping Stoker & Besant**

The AMOU and AIMPE have compiled all the required data for the legal case to proceed against the company for payment of what has been misnamed the MATV Allowance, currently only payable to ratings on these two vessels and the MATV Sycamore. Teekay has refused to honour the word and the spirit of the “Me Too” clause in the three vessel EAs and the unions have had to take litigation in order to help the company understand its obligations.

#### **Southern Ports Admin and Specialist EA (WA)**

SPA management emphatically refused to agree to an industry benchmarked remote location allowance, an Esperance housing allowance and the back dating of entitlements consistent with other SPA enterprise agreements, despite knowing that there has been a 38% increase in rental costs, and the fact that in a town of 15000 people there are only 4 vacant rental properties in Esperance.

### **TasPorts Pilots**

After very little movement from TasPorts regarding the Pilots claims and a continued claim from TasPorts to greatly reduce Pilots vehicle entitlements, members took industrial action in the second half of January.

### **Qube Port Kembla**

Negotiations before Commissioner Riordan continued, with two meetings in February. While some progress was made, we remained unsatisfied with many of the terms that have been reached. However, we were hoping that with a reasonable pay offer that could be overlooked for the purposes of getting an EA into place.

### **Maritime Women's Alliance**

The AMOU, AIMPE and MUA joined forces with the Maritime Union of New Zealand to create the Maritime Women's Alliance. The alliance aims to make workplaces safer for women and increase their participation in the maritime industry.

### **March**

#### **Southern Ports Admin and Specialist EA (WA)**

On behalf of AMOU Esperance members we lodged a PABO application in the Fair Work Commission in response to the impasse reached on a number of key claims. Despite some irrelevant concerns raised by SPA management, DP Beaumont granted the PABO.

#### **OSM Salmon Fishing Well Boats**

The AMOU is aware that OSM continues to bring in Norwegians and members speculate at this stage that this will be the norm until all Australians are no longer working there. We understand the Norwegians are on less money than their Australian counterparts and there also seems to be no enthusiasm from the company to advertise locally or nationally for crew rather than wait until the last minute and employ a foreign national.

## **Smit Lamnalco – Gladstone**

The Gladstone enterprise agreement expires on 31 December 2024, and we asked the company to start bargaining early so that we can have it finalised before the EA expires this time. The last round of Gladstone tug EA negotiations were brutal. To try and avoid as much carnage this time, the AMOU and AIMPE engaged the Australian Council of Trade Unions to lead a bargaining planning day where the delegates will learn various negotiation techniques and plan a bargaining strategy for the upcoming negotiations.

## **RiverCity Ferries**

Safety concerns were raised following 2 recent incidents involving the 4th Gen vessels. The company has put the incidents down to Master's error however the Masters were reporting propulsion issues.

## **April**

### **Smit Lamnalco Emergency Towage Vessel EA**

This started life as a greenfields agreement but, out of necessity become a normal EA subject to the approval of those covered by it, due to delays in progressing

negotiations and the urgency in ensuring the appointment of crew and officers for the commencement of operations in July. This operation will take over the Great Barrier Reef protection role previously performed by the Coral Knight and with a new vessel to the coast the Reef Keeper.

### **PPA Port of Dampier VTSO EA**

After the initial pre-bargaining sessions, the first meeting was scheduled for 1 May where the parties have agreed to present their respective logs of claims. In short, we're intending to build on the significant gains already made with the Port Hedland VTSO EA.

### **Tasmanian Ports Corporation (TasPorts)**

TasPorts latest Offer to members was a 3 -year agreement backdated with 6% in the first year, 6% in the second year and 3% in the 3rd year. We will also have an MOU that outlines the intention of the parties to negotiate separate agreements for t

### **Transdev Sydney Ferries**

The first of the newest, Australian built, 24m ferries has officially entered service. A naming and smoking ceremony took place on 18 April 2024 which was attended

by the Sydney botanist after whom the vessel is named, Frances Bodkin. The first of the new Parramatta class of vessels had its fair share of hurdles before being deemed ready to operate, but the process ran much better than the issues faced by the 10 previous 24m vessels that were primarily manufactured in Indonesia. The HSRs and new build committee were involved to a much greater extent and we are confident that this has resulted in a much better quality build than the previous versions.

### **ASP - Champion 63**

The three maritime unions attended the Fair Work Commission on 2 April 2024 after the AMOU filed a bargaining dispute in the Fair Work Commission when ASP did not provide a considered response to the offer to settle we made last year. Commissioner Perica issued a recommendation that the company amend everyone's individual contracts to include all previously agreed items including wage increases, 200% OT rates and a Monday to Friday roster.

### **Pacific Marine Group**

Members completing the Townsville dredging project

brought a few issues regarding payment to us. The company have either misinterpreted the award or made a mistake with their systems which has resulted in massive corrections being made to the leave accrued for work on public holidays.

## **May**

### **Maritime Workforce Position Paper**

The AMOU, along with the other maritime unions and industry bodies MIAL and ARREA, have been part of consultation and development of a Maritime Workforce Position Paper commissioned by INPEX. ([2024-07-23\\_INPEX\\_Maritime\\_Workforce\\_Position\\_Paper.pdf](#))

### **Strategic Fleet**

As part of the Federal Budget handed down on 14 May, the Federal Government made the following announcement: *'The Albanese Government's election commitment for an Australian flagged and crewed maritime strategic fleet has been advanced in this Budget. The strategic fleet will be established through a pilot program with three vessels. Applications to participate in the pilot will open later this year with the first vessels expected to be*

*operational as quickly as possible. The strategic fleet will provide Australia with additional capability to respond to disasters and disruption.’* The Government Department responsible for delivering the Strategic Fleet has arranged a meeting with all 3 unions to immediately commence discussions on this.

### **Fremantle Ports Authority Marine Services EA**

After a long hiatus due to the FPA bargaining team being entirely replaced, the parties resumed bargaining in late May. Despite the long delays in responding to our log of claims, the Port made no significant effort to do anything more than rejecting the majority of our claims.

### **Qube Port Kembla**

Qube put an agreement out to vote that we said was not good enough. Shift Managers and Supervisors agreed, with 5 voting in favour, 5 against and 1 abstaining. Despite plenty of management tricks and backroom deals, they still couldn't get their agreement over the line, which resulted in our going back to the Fair Work Commission for further assisted bargaining in front of Commissioner Riordan.

### **Poseidon Sea Pilots – Marine Pilots**

The Full Bench of the Fair Work Commission handed down its decision after the AMOU appealed the single Member's decision which said that the pilots were not Shiftworkers and entitled to 5 weeks Annual Leave plus days off in lieu of working Public Holidays. The decision was disappointing because, rather than answering the questions asked, the Full Bench decided that because the pilots are getting the 5 weeks annual leave a shiftworker normally gets, it doesn't matter whether or not they are actually a shiftworker, and it is not in the public interest for the FWC to grant permission to appeal to look further into it.

### **WIMDOI**

Tracey Ellis attended the Women in Male Dominate Occupations and Industries Conference in Cairns with our Sydney Ferries Delegate Sally Brickwell. AIMPE also took along an official and some members. The conference included guest speakers such as Penny Wong and presentations on everything from the latest tranche of workplace legislation, and how to best use it, to how to maximise Superannuation, and where to get



Personal Protective Equipment and uniforms that fit properly. It was also a good networking opportunity for the AMOU to meet members from the other maritime unions in Australia and New Zealand.

### **Sunlover Cruises**

After a few preliminary type meetings with the company, actual bargaining started. We developed a joint log of claims with the Institute, including among other things pay increases, changes to overtime provisions, several training related clauses and the introduction of an indemnity clause which has been drafted by the Union.

## **June**

### **ACTU Congress 2024**

The AMOU was represented at the 2024 ACTU Congress in June. This was the first in person conference since COVID19 restrictions. The AMOU had considerable input, with the AIMPE and MUA, into the ACTU Shipping and Maritime policy in the lead up to Congress. The Policy as adopted by Congress

### **Fremantle Ports Authority Marine Services EA**

It had a big week at Fremantle Ports. Our Scope Order

application before DP Binet was dismissed. The reasoning behind the decision illustrated how difficult it can be to be successful at the FWC. She essentially disregarded our entire argument which closely aligned with the requirements under the Act, in favour of the FPA submissions.

### **ASP – RTM Vessels**

ASP sent an email to the three Maritime Unions seeking feedback and comment on a proposal for the placement of cameras in the engine room. There is potential for these cameras to be placed in other parts of the vessel as well. All the feedback has been anti cameras,

### **DP World Supervisors and Yard Planners and Production Coordinators**

DP World issued the vote for the Supervisors, Yard Planners and Production Coordinators EA. The vote was successful with 100% of eligible voters in favor of the EA.

### **Port Authority of NSW – Newcastle Pilots**

We were advised that the Premier's office has verbally indicated the Newcastle Pilots would be offered salary increases of 14.5% over four years (4%, 4%, 3.5%, 3%), but PANSW were still

waiting for bargaining parameters to be established in writing. Since the delays are due to government, we were trusting that backpay shouldn't be problematic.

### **Qube Port Kembla**

A slightly improved deal was put out to vote and was successfully agreed by the majority of employees this time around. It was submitted to the Fair Work Commission for approval, who begin their review to determine if it meets the requirements of the Fair Work Act. We have concerns that the agreement will not meet the Better Off Overall Test, particularly due to the company's refusal to put limits around maximum hours of work, however we trust that the Commission will ensure that the agreement is compliant.

### **Townsville and Cairns Towage Contract**

The tender for the ports of Cairns, Mourilyan, Lucinda and Townsville was issued and was open until July 2024. The AMOU and AIMPE met with Smit Lamnacro, Engage Marine and Svitzer. The three operators confirmed they are tendering for all ports. The unions made it clear that they want the salaries and conditions matched if they win the contract and all

current employees to be offered a job, should they want one.

### **Pro Dive**

We had one formal meeting with the company about negotiating a new EA to go along with a couple of informal meetings. The company advised they do not wish to start negotiations proper until late July as they would like square off the Quicksilver Deck EA first.

### **Workplace Delegates Rights**

The Federal Government legislated Workplace Delegates Rights that will be inserted in all Awards and by extension all EA's. Much like rights for OHS reps, Workplace Delegates will be entitled over a 3 year period to 5 days of training in year one and 1 day in years two and three, on pay. Delegates will also have the specific right to be consulted about workplace matters and have reasonable time to attend to their role without loss of pay.

### **Energy Sector Visa Campaign**

The 3 maritime unions with co-ordination through the ITF had been lobbying Federal Politicians for some time about the use of visas in Australia's maritime Energy Sector. As well as direct appeals to the Minister for Immigration and his Department

we have more recently approached the Minister for Home Affairs and the Workplace Relations Minister regarding visa holders working in areas not eligible and their wages and conditions undermining Australian standards.

### **PPA Port of Dampier VTSO EA**

After a long hiatus waiting for yet another review to be conducted by external consultants, the parties will resume bargaining next week.

### **Serco – Nuyina**

The Ballot for the Nuyina Officers and Engineers Enterprise Agreement concluded on 1 July. The result was 30 out of 32 Votes received - 94% with 30 Votes for “Yes” - 100%. Therefore, the Agreement was approved by the Ballot.

### **T-Ports**

A meeting took place with members onboard Lucky Eyre to discuss the EA offer from T-Ports. The major issue discussed was the % required to achieve industry parity on transshipment vessels. T Ports have proposed an additional 5.7% increase for 2024 bringing the 2024 increase to 10% but this will still be well short for the Master and Chief Officer.

### **Port of Portland**

The Port of Portland have, as per the EA, now stopped paying for members income protection insurance. The three maritime unions filed a dispute in the FWC and ran the argument that the Port had not genuinely consulted with employees and until such time the status quo should remain.

### **Teekay – Besant, Stoker, Sycamore**

Legal action against Teekay for the refusal to pay vessel allowances was lodged in the Federal Circuit Court of Australia in June. The action is seeking payment of the vessel allowance for AIMPE and AMOU members who have worked on the Besant Stoker & Sycamore, that we say was not paid in accordance with the Agreements that the two unions have for the vessels. When the Unions took the issue to the Fair Work Commission under the dispute procedure, Teekay’s lawyers refused to consent to arbitration by the Commission. That left us with no alternative but to make a claim through the court.

### **Marine Order 504**

The AMOU and AIMPE were working together on joint submissions to try and close the

loophole that allows tug companies to work their crews without giving them a 10-hour break in any 24.

## August

### **Coastal Trading Act Review**

The 2024-25 Budget detailed a legislative review of the Coastal Trading Act and Shipping Registration Act. On 20 August the Government released the review Terms of Reference and announced who would undertake this work.

### **Seacare**

The Federal Government's 2023-24 Mid-Year Economic and Fiscal Outlook dedicated funds for consultation on reforms to address issues that currently discourage insurers from participating in the Seacare scheme.

## September

### **DP World Supervisors and Yard Planners and Production Coordinators**

AMOU has been told that DP World has had a review of the employee's personal leave and have told employees that work on a 12 hour shift that they are no longer eligible to 10 days personal

leave at 12 hours and have instead reduced people personal leave balances. This comes on the back of a high court decision the Mondelez case. The AMOU have disputed the position put forward by DP world and we claim that should a change like this be made it should have been put forward during bargaining and in the explanatory notes. All members feel that the ink was barely dry before DP World made this adjustment.

### **Fremantle Ports Authority Marine Services EA**

Having reached an impasse with the Fremantle Port Authority and the WA State Government, our members engaged in 2 days of protected industrial action which effectively stopped all shipping in the Port of Fremantle. Upon notice of further industrial action, FPA made serious concessions which were significantly good enough for our members to call off the proposed strike action, and to reach in principle agreement.

### **Sealink North Qld**

The non-union agreement currently in place for Sealink North Qld was due to expire in a few months' time. We had some initial discussion amongst the

unions around the approach to be taken to ensure a good union agreement replaces the expiring one. With that in mind we started organizing visits in Townsville and Airle and began working with members to develop log of claims etc.

### **Auriga Pilots – Melbourne**

The majority of Pilots in Melbourne notified the AMOU that they would like to bargain for an enterprise agreement. Should Auriga not agree, the AMOU would file an application for Majority Support Determination where the Fair Work Commission will order them to bargain with their employees for an EA.

### **Serco – DMS Maritime**

The new agreement was agreed in-principle. There is a one of increase to a Master salary of 15% with CPI increases locked in over the life of the agreement.

### **October**

#### **TT Line**

The saga relating to the required berthing facilities for the new Spirit of Tasmania ferries in Devonport continued to throw up more complex issues (ABC News Online 25 October 2024). The latest news that the ferries might

need to be ‘stored’ in Scotland or Malaysia until February 2027 has been the hot rumour over the past couple of weeks.

### **ITF**

The ITF Congress2024 took place between 14 and 20 October 2024. The Congress debated and agreed on Six Demands affiliate unions will campaign on over the next 5 years:

**Accountability** – holding corporations accountable for their supply chains and support for workers rights in those supply chains;

**Equality** – confronting discrimination, valuing diversity and ensuring equity for all workers;

**Rights** – fighting for transport workers rights;

**Safety** – safeguarding the safety of transport workers;

**Sustainability** – securing our future through sustainable transport; and,

**Future of Work** – shaping a future with workers at the core.

### **November**

**Review of Coastal Trading Act and Shipping Registration Act**

The AMOU made a joint submission with the AIMPE to the Review of the Review of Coastal Trading Act and Shipping Registration Act. These reviews were announced by the Government in July this year. The 3 maritime unions together with the ITF meet jointly with the reviewers on 12 November 2024.

### **Pacific Tug**

The Pac Tug Agreement was in the Commission going through the approval process, following a successful vote in which there was a 76% response of which 100% voted in support of the agreement. The agreement was essentially a roll over with only minor adjustments, however amongst that was the following positives: - Guaranteed yearly pay rises linked to National wage review each year (3.75% this year), increases to allowances for food, accommodation etc, and the introduction of allowance for work at Port Alma

### **TasPorts Pilots Enterprise Agreement**

The recent vote on the proposed Enterprise Agreement (EA) resulted in the majority of members voting against the proposal.

### **Qube Logistics**

Unfortunately, this EA is still not approved and operational, despite our best efforts. The company without our agreement withdrew the EA from the commission and the approval process despite being voted up by all but one employee.

### **Auriga Reef Pilots**

Auriga has been refusing to reimburse pilots for their meals while on tour because they interpret the Agreement to mean that the meal allowance only applies to “Proper Meals” or “Normal Meals”. The AMOU is of the view that since the Agreement refers to the ATO meal allowance rates the definition of meal should come from the Income Tax Assessment Act 1997, which says “food or drink”.

### **Marine Order 504**

AMSA has gone back on its word and refused to close the loophole in Marine Order 504 that allows companies to work their crews for up to 18 hours in any 24. It seems like the regulator has ignored the strong support from seafarers in the towage, oil and gas and offshore construction sectors and then decided to make no changes

to hours of rest as part of their review of Marine Order 504.

### **Newcastle Ferries**

The negotiations for a replacement agreement for the Keilos Downer Newcastle Master Ferries Agreement had commenced. Members are seeking clarity around crediting Long Service Leave if sick and enhancements to wages.

### **2024 Staff Highlights**

Staff were asked to pick out their personal highlights for 2024

#### **Chris Claydon**

##### **Coral Expeditions**

Agreement with Coral Expeditions providing not only the first EA in the industry for decades but also an agreement for the only Australian flagged cruise fleet. The negotiations went on for an incredibly long term, it was at some stages hostile and at others constructive, it included a NO campaign to get the initial unacceptable EA voted down, after which we got the parent company involved and finally started working toward a decent outcome. We visited the ships all-around the country and worked

closely with members and officials of all 3 Unions as well as some individual employee reps to get a modern agreement out to vote. The vote had a really good turn out and overwhelming support for the agreement. Some of the key outcomes included aligning everything to the Sea Going Award, guaranteed pay increases, a number of penalty payments/allowances, improved internet and various other small improvements to conditions, it is currently before the commission.

##### **BITS**

Permanent jobs for employees on the ferries at BITS for the first time ever, some of these guys have been there for 10 plus years and had only ever been casual. The negotiations for this agreement started before I did, after I picked it up we still had roughly 2 years' worth of meetings. The negotiation had everything from change in management to numerous PIA ballots, agreements voted down etc. In the end we negotiated an agreement that created the opportunity for members to pick up permanent roles without any real reduction in wages, as well as a number of other improvements to conditions.

# Message from the AMOU President



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## Vale ~ Stephen Taylor Groves 21.5.1946 – 27.8.2024

It is with much sadness that I pass on that AMOU Life Member Steve Groves has passed away.

Steve will be well known to many members as a shipwright and later a long term AMOU Official based in the Melbourne Office.

Jan Thompson worked closely with Steve over many years and has provided me with the following obituary:

*'It is with much sadness that I advise the passing of Steve. Members of the AMOU will remember Steve with much fondness for his dedication to the union movement and the advancement of maritime workers' wages and conditions of employment.*

*Steve commenced his maritime work as an apprentice shipwright at the Williamstown Dockyards and lived in a very interesting boarding house in Nelson Place. Perhaps a livelier place than the farm he grew up on at Clarence Point overlooking the Tamar River in Northern Tasmania. Although the day Steve's brother shot his own toe off must have been very interesting. He always remembered the farm and his parents with great affection.*

*While living in Williamstown he was fortunate to find the love of his life, Sandra. With a thirst for adventure, they headed to London, Steve found work with the British Merchant Navy. While living on a boat on the Thames in Teddington, he went to work for Tough Brothers Boat Yard, who infamously rescued 385,000 soldiers from the beaches of Dunkirk. This may have been the first industrial action the boatyard had experienced, but the brash young Aussie negotiated that the shipwrights should be paid threepence and hour extra for caulking.*



*Still young and adventurous, instead of leaving London via Heathrow Airport, they headed off in their van and decided to drive home. This could have been where the story ended for the young couple. Unable to drive home via Pakistan and India due to the war that was taking place at the time, they went via Iraq and where detained for a day for accidentally handing a pamphlet to a kid. Flying home became imperative when they learned that one of their American travelling companions was shot dead and his partner was seriously injured. Despite the tragedy, Steve always had fond memories of travelling in that van and in retirement enjoyed wandering around Australia with Sandra in their van and with fellow shipwright and lifelong friend, Neil Hunter in his van.*

*On returning to Australia, Steve gained work in the Merchant Navy and renewed his membership of the Federated Shipwright's & Ship Constructors' Association of Australia. In 1976, 247 shipwrights joined the Merchant Service Guild instead of the AMWU. Shortly afterwards, Steve was recruited to represent the MSG in Newcastle. After building their own home in Newcastle and well established, Steve was instructed that he was needed in Melbourne as the Southern Area Secretary.*

*As Southern Area Secretary, Steve was responsible for Tasmania ports, Victorian ports, tugs nationally and dredges. Port workers typically had wage structures based on bands in levels and classifications, it seemed to be a sport to him this type of negotiation as he would convince some poor unsuspecting HR Manager that the wage increase was a modest 2.5% however with the movement within the bands and of insertion of new classifications each port worker ended up with 4 or 5% annual wage increase. And the strangest thing was they would fall into the same trap the following negotiation, due in part to the fact that HR Managers typically did not last that long at port authorities. Steve also had a wonderful way of telling HR Managers that they would not be at the table next time, but the Members would be.*

*Steve's job also involved helping individual Members. Steve would always speak of such admiration of Members who had come from some war-torn country, who had successfully dealt with the bureaucracy to get their certificate recognized and then they would be working typically in the offshore oil and gas industry or on dredges. However, when you spoke to*

*the Members, they were in absolute gratitude to Steve for all the assistance and encouragement that he had given them.*

*Steve never forgot he began as a shipwright and took immense pride in how shipwrights had advanced in the maritime industry, on one day in Port Phillip Bay, 4 shipwrights now captains, commanded vessels ranging from the Spirit of Tasmania to the PMA vessel.*

*Steve could be very funny and impulsive, like the day he ordered us all out of the car as a van was parked in the laneway preventing us accessing Drummond Street, undeterred he ordered us to all push this van out on the median strip of Drummond Street. I would have loved to see the drivers face when he returned to find his illegally parked van now sitting out in the middle of the road! Dan Pearson recalls the story of him walking out of a meeting in Perth with Wayne Moore and Steve and a fight breaks out between two unknown twenty year old men. Most people would have scattered to the other side of the street, but not these 60 plus year old men they grab one each to break up the fight!*

*Steve could debate all day and sometimes he would become animated with Members of the AMOU Executive, but as soon as he walked out of the Boardroom, he was back to being easy going and very pleasant especially to the office staff, he fondly referred to the “girls in head office”; always bearing gifts at Christmas.*

*Leanne and I were not just work colleagues, Steve was our dear friend and after his retirement from the AMOU in 2015 as Offshore Divisional Director, we continued to catch up at our favorite haunt Pappa Gino’s in Lygon Street usually with tuggies Bob Haisman and Graeme Stone. Steve never complained about the cancer treatment, which was brutal and when the cancer returned, he said “I got an extra seven years, stop complaining”.*

*Steve lived life to the fullest and he was never bored. His motto in life was “make every day count”.*

*Steve donated his body to medical research and much to my chagrin had requested no funeral. Our sincere condolences to his beloved wife, Sandra and family. Rest in peace my dear friend, forever grateful.’*

**Matt Jepson**  
President

## **Vale Captain Jeremy James Balfour BROWN**

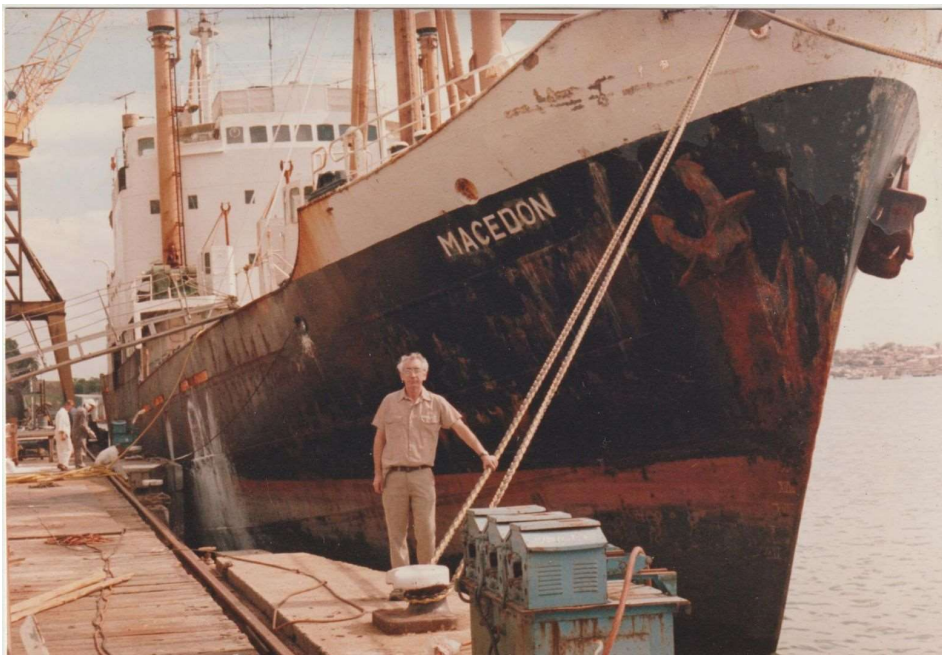
It is with great sadness that I inform the AMOU of the passing of Jeremy (Jerry) Brown (Member Number: 6492), aged 88, earlier this month.

Jerry had been connected to the Australian Merchant Navy since joining Adelaide Steamship Company as an apprentice back in the 1950's progressing to the rank of master within Howard Smith until his retirement from the MV "Lindsay Clark" in 1996.

I had the privilege to sail in the "Lindsay Clark" and MV "Portland" as master some years after Jerry's retirement, which was a very proud period for me.

Jerry was widely respected for his professional and very practical approach to his various roles within the Deck Department, mentoring many who have recounted their experiences to me. He will be remembered dearly and missed greatly.

Rest in peace Jerry.



Gary M.B. Brown (ret.)

Member Number: 19960