



# Bermuda Industrial Union

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Mr. Shawn Crockwell MP  
Minister of Transport  
Global House  
Hamilton

December 19<sup>th</sup> 2013

Dear Mr. Crockwell,

## **Re: Outstanding Staff Issues at M&P**

Please be informed that at a General membership meeting of the Marine & Ports Division of the BIU held on November 27<sup>th</sup> 2013, a number of issues were raised including concerns in relation to the operation of the additional vessel "The Millennium". It was noted that these concerns were raised in previous JCC meetings and also in a letter dated April 3<sup>rd</sup> 2013 and the questions have not been addressed.

It was reported to the members that there has not been a satisfactory reply from the Management why these concerns was not addressed in a timely manner; it seems that the Management don't have a plan of action to address these issues.

This was duly noted in last months JCC where there was a total breakdown in communications, the union attempted once again to get answers to their queries, the management could not give a satisfactory reply and the union team walked out of the meeting after numerous attempts to get answers.

The membership expressed their concerns that the present management of the Marine & Ports does not seem competent to address these issues.

## **Management**

Presently all of the following position at the Department of Marine & Ports is being filled by a persons acting.

- Director
- Assistant Director
- Dockyard Superintendent
- Marine Service Officer (MSO)
- Supervisor of Engineering.

As a result of this, for the past five years or so the service has been rapidly declining as it relates to the standard of service and the financial position the department has suffered through mismanagement.

### **Mr. Scott Simmons Acting Director.**

It had been noted that the acting Directors Mr. Scott Simmons is not an engineer by profession and he was previously employed with the Harbour Radio, and had very little knowledge of the department of Marine & Ports operations. He did not have much knowledge of the department vessels at the M&P and (*is required to*) depends on his technical staff to assist him in the day to day operation of the department.

And it appears that none of the technical staff has their finger on the pulse on the issues at the department.

It is believed that the previous Director now Permanent Secretary Mr. Francis Richardson is still running the department through the back door, which has been proven on several occasions.

Mr. Richardson has stated previously to three Transport Ministers that he has an issue with the management at the Marine & Ports but has not done anything to correct his concerns.

It has been reported that Mr. Richardson is trying to change the management structure of the Marine & Ports by implementing two new positions, one called Fleet Coordinator and another called the Fleet Manager, both of these positions will be filled by migrant workers. They will be required to manage the same management staff at the M&P which has ruined the ferry service for the last five years.

### **Mr. David Simmons Acting Superintendent**

Mr. David Simmons decided to strip and gut out the vessel Serenity to take away crew space and to add six seats in the cabin, this vessel has been out of service for the past two years. Also the engine was taken out to be put in the vessel Resolute to keep it running. He was running back and forward from Hamilton to Dockyard to look over the sand blasting of the Serenity.

There was special paint available to paint the M&P vessels in stock but management decided to throw this perfectly good paint away only to buy the paint from a company that he has an affiliation with.

There was two motors that went missing from the facility and nothing was said and four other motors was ordered without consultation with the Chief Mechanic and his staff, it was reported that one of these motors has already had a catastrophic failure, resulting with the Serenity being out of service for an even longer period of time.

The Marine & Ports boston wailer boat he uses as his own personal transportation to and from Dockyard was damaged due to poor maintenance by himself has broken down therefore it has been out of service for almost one year.

### **Mr. Randolph Smith MSO Dockyard**

There have been several complaints made to the Marine & Ports management about Mr. Randolph Smith's lack of managerial skills and his work ethics when he is on the boat slip. He holds this position without the required qualifications.

There was a grievance put in against him since June 2013 which has not been dealt with by the management, when questioned on this at the JCC management's reply is that they are waiting for both Union to meet because they believe there is some personal issues between the current President of the Marine & Ports Division Bro. Sinclair Samuels and Randolph which is untrue.

Numerous reports have been given to the Marine & Ports management that Mr. Randolph Smith has damaged boats trying to slip them and nothing seems to have been done, but when this infraction is done by a blue colour worker they are severely dealt with by the management.

There was a petition that was circulated previously about Mr. Randolph Smith management style and handed to the then Director Mr. Francis Richardson but again nothing was done to address these concerns.

### **Mr. Terry Spencer Acting MSO Hamilton**

Mr. Terry Spencer has been making up the ferry schedules pertaining to the running of the vessels for the past five years which has taken a toll on all the vessels and crews that has resulted in poor maintenance schedules if any.

The vessel was in need of some major repairs for the 2012 season and the contracting of the vessel the Millennium was bought in to assist, this was the only time that he had produced a reduced schedule which meant that they were able to operate with less stress on their vessel. The main purpose of bringing this vessel was to free up the local vessels to be slipped for the much needed major repairs, this did not happen. He has made some poor decisions resulting in some of the inefficiencies in the ferry service.

It has been reported that there is a position of a Fleet Service Coordinator which seems to take away the MSO position in Hamilton

Mr. Spencer also does the M&P yearly budget for repairs and maintenance

#### **1. Hamilton Workshop.**

- The mechanic section located on East Broadway, the Chief Mechanic has been without a proper office that is safe and in a healthy environment since last year December.
- There has been no stores room for the mechanic at the facility.
- There is only one urinal in the bath room for a staff of fifteen to twenty persons using it per day.

## **2. The Tug Powerful.**

- In the JCC meeting of November you the Acting Director was asked the question “Whether the Management was satisfied with the work done overseas was satisfactory to them” your reply was yes, if Lloyds of London signed off on it.
- It was reported that the original estimate for the repairs of the Tug Powerful was \$300,000.
- It is estimated that the final cost for the repairs and maintenance of the tug Powerful is \$1.2M and it has been noted that the vessel is now out of service.
- When the Tug Powerful left Bermuda it was in working condition and in service.
- Bro. George Peets an engineer at the M&P had accompanied the vessel to overseas and during it repairs had raised several issues to the Acting Superintendent, but his suggestions were ignored.
- There was also repairs done on the tug and Bro. George was not consulted prior to the repairs being carried out.
- There was some work done on the vessel that was not required such as cutting a hole in the bottom for access, when the vessel has an access hole already for maintenance and repairs.
- The Union divisional officer and organiser had reported in the November JCC meeting that they had inspected the Tug Powerful and they were not satisfied with the condition of the vessel or standard of the work done on it.
- In the JCC meeting of November management stated that they did not know the state of the tug Powerful and the director stated that this was the first time that he had heard about it. It was pointed out to him by the union that his statement was not true because the matter was raised previously in the JCC meeting of October 9th 2013 that was in front of him.
- At this JCC the management asked the Union to write a report on the condition of the vessel that they observed but we refused to do this and stated it is not our job to write a report on the vessel but management responsibility, especially if the total cost of the vessel was above the estimated cost.

## **3. The Millennium Ferry.**

- In the communication that was sent to M&P Management in October and also raised in the M&P’s JCC the Union had requested the following information:
- What is the total expenditure of the vessel Millennium while it was under contract and operating in Bermuda?
- What was the total fuel cost up to the end of the contract?
- What was the total cost for wages for the staff including any overtime hours?
- What was the total cost for accommodations for the Millennium staff?
- What was the total cost to furnish the apartment for the Millennium staff?
- What was the total cost of the air fares for the rotating overseas staff?
- What was the total passenger ridership count for the duration for the Millennium contract?

- What major repairs were done on the local fleet while the Millennium was in service and on what vessels?

We the workers of the Marine & Ports would like to have answers to why these issues have not been addressed and we are suggesting that the upper management address the issues raised ASAP so that the ferry service and dockyard service can be restored and made more efficient.

If there are no acceptable answers or changes made we will discuss further to see what action we make take.

Sign



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Bro. Sinclair Samuels  
Bermuda Industrial Union  
Divisional President

CC  
Bro. Graham Nesbitt  
Divisional Organiser

Bro. Chris Furbert  
General President

Mr. Francis Richardson  
Permanent Secretary

Mr. Scott Simmons  
Acting Director