

FOCUS



SAFE THEMED MAGAZINE nr. 3
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SAFE Areas

P. 4 **SAFE AREAS**

INTRODUCTION BY RAYMOND MIDTGÅRD

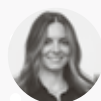
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Editor-in-Chief Raymond Midtgård



Editor Rebecca Alexandra Bjerga



Union leader Raymond Midtgård and former union leader Hilde-Marit Rysst.



Thank you for the trust! Being the union leader for SAFE is a role I need to get used to. Fortunately, I have skilled colleagues, both among the elected and the staff. I will contribute across the organization and look forward to getting even closer to the various tariff areas. Be SAFE – be happy!

Introduction

by Raymond Midtgård, our new union leader

Raymond Midtgård takes the baton after Hilde-Marit Rysst, who decided to step down after 12 years as the union leader.

With over 12,000 members spread across 60 SAFE clubs, the union represents a diverse group of workers from various sectors within the energy industry. To safeguard the members' interests, SAFE focuses on health, environment, and safety, good working conditions, fair wages, and influence over the work situation.

This booklet provides a closer presentation of six dedicated section leaders, each responsible for specific sectors, and their contributions to safeguarding the members' interests.

Through interviews with the section leaders Andreas Hogstad, Bjarte Lygre, Porfirio Esquivel, Rune Hundhammer, Ørjan Haugmoen Grandal, and Martin Skogland, we will explore their roles, responsibilities, and how SAFE works to ensure fair wages and working conditions, HSE (Health, Safety, and Environment), and success stories demonstrating the union's significant impact on members in various sectors of the energy industry.



Areas of SAFE

SAFE has emerged as a natural response to the organizational developments within both the offshore and onshore energy sectors. Our goal is to organize all energy workers, regardless of whether they work onshore, on the Norwegian continental shelf, or at sea. SAFE views the energy sector as a whole and aims to develop it as a unified entity.



Scan the code for an overview of all our collective bargaining agreements.

- We actively work to promote the interests of our members, with a focus on ensuring their real influence with employers and authorities, especially in areas such as wage and work conditions, health, environment, and safety.



**Union Leader,
Raymond Midtgård**

SAFE is the union of and for members in most companies in the energy sector. We work to ensure good working conditions, fair pay, safe working environments, and influence over our members' work situations.

As of today, we have 60 SAFE clubs distributed across various areas, totaling over 12,000 members. Our members come from diverse sectors, including operators, drilling, catering, well services, construction and maintenance, shipping, oil and gas-related

onshore facilities, technical, administrative and managerial staff, as well as maritime.

These members are organized into six sections, each with its dedicated section leader.

The section leaders oversee their respective areas, contributing to safeguarding the interests of our members. In this booklet, you will get to know them better, understand their roles, and, most importantly, why it is crucial to gather all representatives under each section.

SECTION LEADERS IN SAFE

Rune Hundhammer: section leader for Multi-Role Vessels

Martin Skogland: section leader for Well Services

Bjarte Lygre: section leader for NR Sector

Ørjan Haugmoen Grandal: section leader for Maritime and Offshore Operations

Porfirio Esquivel: section leader for Continental Shelf Activities

Andreas Hogstad: section leader for Onshore Operations

In this booklet, our section leaders will share insights about...

Role and Responsibilities:

- Brief information about yourself: age, job title, and role.
- What is your primary role as a section leader in SAFE?

Organization and Membership:

- What are the key benefits of being a member of SAFE, especially within your area?

Working Conditions and Collective Agreements:

- How does SAFE negotiate to ensure fair wages and working conditions for members?

Health, Environment, and Safety:

- How does SAFE work to ensure health, environment, and safety for members in the workplace?

Success Stories:

- Can you share a success story where SAFE has made a significant difference for members in your area?



Rune Hundhammer serves as the leader of the SAFE club at DeepOcean and as the section leader for direct agreements with Remotely Operated Vehicles (ROVs). At 51 years young, he holds the position of Senior Survey Tech in DeepOcean.



As the leader in the field of direct agreements ROV, I see it as important to address common challenges the clubs face and work towards a unified approach in negotiations.

What is your main role as a section leader in SAFE?

- As the leader in the field of direct agreements ROV, I see it as important to address common challenges the clubs face and work towards a unified approach in negotiations. This is to adjust common challenges without changing too much about the competitiveness of individual companies.

What are the main benefits of being a member of SAFE, especially in your section?

- As a member, you become part of a united group. In this way, we create significant weight in negotiations. Without this weight, the collective agreement would be under much greater pressure, and the risk of dilution would be higher. That's why the work our members do in recruiting new hires into SAFE is incredibly important.



How does SAFE negotiate to ensure fair wages and working conditions for its members?

- With thoughtful and negotiable demands at the beginning of negotiations, I find that companies develop a respect for the requirements and show a willingness to reach an agreement. So I believe it is important to do a good job beforehand and come well prepared. In this context, we actively use the area.

How does SAFE work to ensure health, environment, and safety for its members in the workplace?

- We look at the structure and system in each company and mainly take demands

for changes to the club level. Issues that come to the clubs are taken up for evaluation and worked on in the body that decides. This can be in contact meetings or the issue is taken further in the safety representative apparatus. The clubs work systematically with this, similar to other matters.

Can you share a success story where SAFE has made a significant difference for members in your area?

- The fact that the clubs entered these times with all employees still having their jobs is a very significant victory for us. Fortunately, it's a good time in our industry now.



Martin Skogland, 36 years old, worked as an electro-technician in maintenance at SLB, Schlumberger before. He is now 100% released from his regular duties by SAFE to exclusively serve as the club leader for the SAFE club in SLB. He began his tenure at SLB in 2010 and has extensive experience in coiled tubing and cementing.

What is your main role as a section leader in SAFE?

- My main role as a Section Leader is to organize meetings between the clubs quarterly, actively participate in salary negotiations, and, most importantly, always stay updated on what's happening in the area. Part of my job is to make calls and talk to people if issues arise.

What are the main benefits of being a member of SAFE, especially in your section?

- The most important thing about being a member of SAFE is to stand together. Together, we can establish good routines and rights in the workplace. Salary negotiations are handled by the union. We work to avoid exploitation of employees. You will always have the opportunity to have a union representative in a personnel case. SAFE is politically independent. I have met several people who want to know which party we belong to, and they are pleasantly surprised when I say that we do not have a specific political party we adhere to.

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The most crucial aspect of being a member of SAFE is unity.

How does SAFE negotiate to ensure fair wages and working conditions for its members?

- Every year there are centralized and local salary negotiations. We work both to ensure a good economic settlement and to improve rights. We have a special agreement that describes several benefits; it is essential for us that these are maintained and improved through each salary settlement.

But it is essential to remember that we should not wait for a major settlement to address issues. This can be done every day throughout the year. Good communication between employees and management is essential to avoid misunderstandings and a poor working environment.



“

My main role as a section leader is to organize meetings between the clubs quarterly, actively participate in salary negotiations, and, most importantly, always stay updated on the developments within the area.

How does SAFE work to ensure health, environment, and safety for its members in the workplace?

- We are often in contact with management to address issues that need improvement in the workplace. We receive input from members and take these to the management for them to understand the situation and the difficulties. The board works in the workplace and often has firsthand information about the challenges in the environment; this is quickly communicated and discussed.

Can you share a success story where SAFE has made a significant difference for members in your area?

- Members are very grateful when we can assist them in personnel cases. These are often difficult cases where it can be tough to define who is right or wrong. Most are very happy that union representatives can be there to speak for them.

No one wants to sabotage or make mistakes in the workplace that affect others. Therefore, it is crucial that all employees receive a fair decision in such cases. We had a case that was deadlocked between a group in the company and management. Here, SAFE was able to help the parties come to a fair solution. Further follow-up and discussions on the topic are planned.





Bjarte Lygre is 60 years old, residing deep in a fjord in Ryfylke. He is a full-time club leader at SAFE in KCA Deutag (continental shelf and shipping), a section leader for shipping, and has spent most of his life in the industry, working in personnel, projects, well services, and offshore drilling. He has been a SAFE member for 25 years.

What is your main role as a section leader in SAFE?

- The most important role is to organize meetings/gatherings and gather input from the 22 clubs in the area, as well as prepare for wage settlements and negotiations.

What are the main benefits of being a member of SAFE, especially in your section?

- SAFE has become the most important and influential entity on the employee side in the shipping sector, and members know that we are not overridden by a (political) main organization. We stand firm on our demands!

How does SAFE negotiate to ensure fair wages and working conditions for its members?

- In all our salary negotiations, fair (though not identical) wage conditions are crucial! In the main settlements, we will address working conditions for vulnerable groups.

How does SAFE work to ensure health, environment, and safety for its members in the workplace?

- In recent years, we have included HSE (Health, Safety, and Environment) as part of the annual gathering in the area so that club leadership can gain better insight into HSE matters. Our clubs are excellent users of the HSE resources at the SAFE house. However, the most important aspect is our committed and well-qualified safety representatives on shift on board!

Can you share a success story where SAFE has made a significant difference for members in your area?

- The solidarity and determination among SAFE members likely contributed to us leaving the National Mediator with one of the best results achieved in 2023.

In the shipping area, we have close collaboration between the clubs, allowing us to provide members with quick and valuable feedback on the challenges they face.

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In the shipping area, we have close collaboration between the clubs, allowing us to provide members with quick and valuable feedback on the challenges they face.



From a section meeting of 2023.

We stand firm on our demands!



Ørjan Haugmoen Grandal is 29 years old and works as a chef with administration duties at Simon Møkster Shipping. He is the section leader for maritime offshore, club leader at Simon Møkster Shipping, and a substitute at the Maritime Cooperation Forum. He has been active in SAFE since 2022.

What is your main role as a section leader in SAFE?

- To create the new section in SAFE, namely maritime offshore. All the clubs here are new, and much of the work involves bringing the clubs together and working hard toward a common goal: a collective agreement for seafarers!

What are the main benefits of being a member of SAFE, especially in your section?

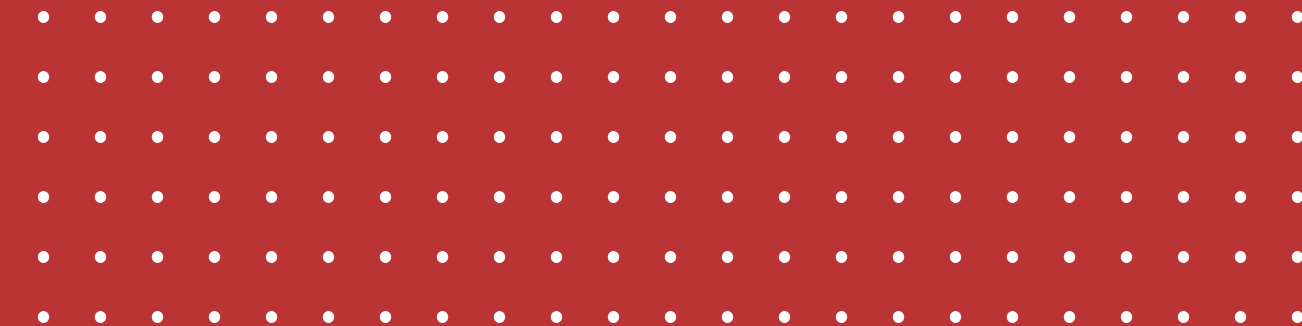
- The advantage of being a SAFE member on board a ship is that you can help build your own club from the very beginning. The area has experienced strong growth in recent years.

How does SAFE negotiate to ensure fair wages and working conditions for its members?

- We are new to the SAFE family, SAFE appears fair, honest, and sincere in their approach, and we have a clear strategy for when to make our move.

How does SAFE work to ensure health, environment, and safety for its members in the workplace?

- A union that takes HSE seriously; there are significant values at stake, and we must ensure that people are not forgotten. There is a clear need for employees to stand together on HSE.



“ *Much of the work involves bringing the clubs together and working hard toward a common goal: a collective agreement for seafarers!* ”

Can you share a success story where SAFE has made a significant difference for members in your area?

- We should be grateful for the opportunity we seafarers now have in SAFE; it has been a great success. As a section leader, I thank everyone for the support and help we have received in creating a worthy alternative. Now we have the opportunity to create a new option for seafarers! Join us, you too!



Porfirio Esquivel is 55 years old, the leader of SAFE in the Equinor shelf department club. He has been a member of SAFE since he started working offshore in 1996, holding various roles within the organization. He has served as a board member, secretary, deputy leader in the club, and also played central roles in the organization, including being a member of the control committee, the statute committee, as well as a member of the federation board and deputy in several periods.

What is your main role as a section leader in SAFE?

- My main task as a section leader is to organize meetings with relevant topics and compile demands for wage negotiations. Additionally, it's important to have a forum where clubs covered by the Offshore Norway shelf agreement can address issues and discuss the implementation of the agreement.

What are the main benefits of being a member of SAFE, especially in your section?

- Our opportunity to secure good wages and working conditions for everyone. It may sound like a cliché, but we see that we are increasingly pressured by the employer. As a SAFE member, you are in a union where wage and working conditions are the top priority, and we know that SAFE is heard by employers.

How does SAFE negotiate to ensure fair wages and working conditions for its members?

- The section committee starts working six months before wage negotiations, examining the upcoming settlement, demands, even the wording of the agreement, and a common understanding of it. The goal is to have strong demands that are well-grounded, and our members can relate to. Not least, the demands must withstand a potential strike situation.

How does SAFE work to ensure health, environment, and safety for its members in the workplace?

- HSE has always been important for SAFE. It is taken care of by all our capable members who have taken on the role of safety representatives. In SAFE, there have always been short lines of communication between installations and our union. We have employees with extensive experience to raise issues with either the employer or Offshore Norway. HSE work in SAFE is part of our DNA, and it will always be so.



“ HSE work in SAFE is part of our DNA, and always will be. ”



Andreas Hogstad (38) serves as the section leader for onshore operations. Employed by Esso Norge AS at Slagentangen as a port manager, he has been the club leader at SAFE in Esso since 2021 and is set to become a representative in the federation's board from 2024 onwards.

What is your main role as a section leader in SAFE?

- My main role is to gather input from all facilities in the area to advocate for our interests centrally within SAFE. It's also crucial for me to coordinate all elected representatives before central negotiations, increasing the likelihood of achieving success with our demands.

What are the main benefits of being a member of SAFE, especially in your section?

- The greatest advantage of SAFE is that we are a politically independent organization that can present our case to all politicians and governing authorities without being tied to a specific political faction. Members also appreciate the benefits of being part of YS.

How does SAFE negotiate to ensure fair wages and working conditions for its members?

- For the onshore area, the oil agreement is applicable. Since this is an agreement that does not include economics, it also covers many offshore employees working temporarily onshore. This ensures fair working conditions for all our members. As the agreement is structured, wage conditions must be negotiated locally in each company, a positive aspect for most of our members.



How does SAFE work to ensure health, environment, and safety for its members in the workplace?

- SAFE has always focused extensively on the substances and stresses oil workers are exposed to in their work. The HSE (Health, Safety, and Environment) department is always available to provide advice and support to safety delegates and elected representatives. There's also active work towards authorities to change regulations to better protect everyone in the industry.

Can you share a success story where SAFE has made a significant difference for members in your area?

- A crucial aspect in today's society is maintaining the level of organizational membership in the country, which unfortunately has been declining in recent years. With SAFE's assistance, Esso this year approved a collective agreement for one of its terminals in Fredrikstad. This has opened the door for more small facilities to potentially have collective agreements in the future, something that wasn't even possible just a couple of years ago.

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The Health, Safety and Environment department is always available to provide advice and support to safety delegates and elected representatives.

Summary

In the face of ever-shifting challenges and opportunities within the energy sector, SAFE stands as a pillar for energy workers, united under the vision of community, justice, and safety.

Through the dedication of these committed section leaders, SAFE has proven itself as a powerful advocate for its members, whether they are onshore, at sea, or on the Norwegian continental shelf.

By emphasizing the importance of fair wages and working conditions, focusing on health, environment, and safety, and sharing success stories that attest to SAFE's real influence, it becomes clear that we are more than just an organization—we are a protector and driving force for those who form the backbone of the energy industry.

With over 12,000 members spread across 60 clubs, SAFE represents a community in solidarity working towards a unified future for the energy sector. SAFE has not merely adapted to changes in the industry; it has shaped them with a clear goal of ensuring its members' influence and security in a just future.

Get to know the administration of SAFE

We want to provide you with an introduction to the administration at SAFE.

Here is an overview of key individuals in the organization:

Administrative Manager:

Bjørn Tjessem is our administrative manager and is available to handle overarching administrative queries.



Bjørn Tjessem
Administrative Manager
900 42 387
bjorn@safe.no

Membership System:

Our membership department consists of Anja Fjelde, Nils Petter Rønningen, and Gro Østbø. If you have questions regarding your membership, do not hesitate to contact them. Contact information can be found here. Gro is also responsible for the deduction list.



Nils Petter Rønningen
Administrative Coordinator
908 74 633
nils.petter@safe.no



Anja Fjelde
Administrative Coordinator
922 30 063
anja@safe.no



Gro Østbø
Administrative Coordinator/
Deduction List Responsible
404 34 729
gro@safe.no

Union Secretaries at SAFE House:

The union secretaries at the SAFE office are Idar Martin Herland and Mats Thune. The union secretaries represent SAFE in various forums and contribute to several departments, such as SAFE School, SAFE Youth work, workplace visits, and other activities that increase awareness and knowledge about SAFE.



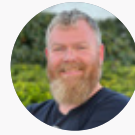
Idar Martin Herland
Union Secretary
971 84 939
idher@safe.no



Mats Thune
Union Secretary
919 19 169
mth@safe.no

HSE Department:

Raymond Midtgård, Halvor Erikstein, and Irene Bergljot Åstein Dahle constitute our HSE department. They are ready to assist you with any HSE-related queries.

**Raymond Midtgård**

Union Leader
HSE Leader
913 36 611
raymond@safe.no

**Halvor Erikstein**

Organizational Secretary /
Occupational Hygienist
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**Irene Bergljot Åstein Dahle**

HSE Secretary
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Wage Negotiation Department:

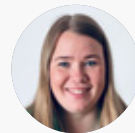
Each area has its contact in SAFE. Kai Morten Anda, Gro Gullhaug, Levard Olsen-Hagen, and Trine Vikse, where the last two are also jurists, make up our wage negotiation department. They work on wage negotiations and case handling. Kai Morten is the contact person for direct agreements within ROV and the floating rig agreement. Gro is the contact person for operator, drilling, catering, and ISO.

**Kai Morten Anda**

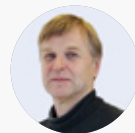
1st Deputy Leader in SAFE
Wage Negotiation
408 72 872
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**Gro Gullhaug,**

2nd Deputy Leader in SAFE
Organizational Manager
905 59 776
grogull@safe.no

**Trine Vikse**

Jurist
476 54 710
trine@safe.no

**Levard Olsen-Hagen**

Jurist/Organizational Secretary
917 12 755
levard@safe.no

**Maren Skåden**

Lawyer
415 25 295
maren@safe.no

Jurists:

Trine Vikse and Levard Olsen-Hagen are our skilled jurists at SAFE-house. Trine is the contact person for offshore shipping and for temporary/leasing-related questions. Levard is the contact person for the well-service agreement and for onshore facilities.

Lawyer:

Maren Skåden is the lawyer at SAFE. She has close dialogue with the wage negotiation and HSE departments and can assist with legal advice.

Education Fund and Courses/Conferences:

Anita Fløisvik can be contacted for questions regarding the education fund, courses, and conferences.

**Anita Fløisvik**

Education Fund and
Courses/Conferences
986 09 337
anita@safe.no

Journalist and Media Responsible:

Rebecca Bjerga is our journalist and media coordinator. She manages the website, our social platforms, printed materials, and the production of digital content.

**Rebecca Bjerga**

Journalist and
Media Responsible
450 66 564
rebecca@safe.no

Financial Manager:

Roselyn Riley is in charge of finance here. Send all travel expense claims to rori@safe.no, and for questions about the OSO program, contact her via nrpk@safe.no.

**Roselyn Riley**

Financial Manager
918 73 208
rori@safe.no

How to contact us:

Start by contacting your club leader or representative in the club. Your club will evaluate your case, and if necessary, they will forward it to the relevant contact person at SAFE who specializes in your area.

Contact order:

Member →	Club ↕	Section/Area
		Contact in SAFE

This structure is intended to ensure an efficient communication process within the organization.



Visit us at
safe.no



Not a member yet? Scan the code
for a simple application form.

