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**SPECIAL POINTS
 OF INTEREST**

Brett Larkin will relieve in the Branch from Monday 2 November to 11 November while Branch Secretary Jamie Newlyn & Hon Deputy Secretary Clem Clothier attend MUA National Council and ITF Oceania conference in Sydney. Brett can be contacted on 041116 7775 or through the branch.

**MUA Past & Present Members
 Xmas Show**

Sat 12 December 2009 Wharfie's Hall, Nile St, Port Adelaide, 12 pm – 5pm.

MUA T-Shirts & Caps \$20

Changed Address or phone numbers, got an email address Notify the Branch and advise

**MUA CORK
 DELEGATION
 SEPTEMBER 2009**

By Brett Larkin

**ITF GLOBAL NETWORK
 TERMINALS CONFERENCE
 21st September – 23rd September**

The MUA sent a delegation of 14 to Cork, Ireland for an ITF conference to confront the current and future expansion of the four major Global Network Terminals (GNT), DPW, APM, HPH and PSA. Delegates included: Paddy Crumlin, Rick Newlyn, Trevor Munday, Peter Bruekers, Jim Boyle, Jim Plummer, Aaron Nagle, Craig "Genie" Sheehan, Kevin Bracken, Jamie Newlyn, Brett Larkin, Jason Campbell, Janet Harris, Ian Jamieson.

The ITF had representatives from affiliate Dockers unions from all parts of the globe to determine an international program, and to develop outcomes that would be progressed together to build stronger Dockers unions around the world organising globally fighting for our rights.

The aims of the GNT Network are to:

- Build Communications between workers in each GNT
- Support Local organising, collective bargaining and developments of International Framework Agreements (IFA's)
- Develop skills set and awareness of GNT's network members, and give them communications tools to mobilise broader port memberships
- Achieve broad support for GNT's work throughout ITF Dockers Secretariat & Affiliates
- Disseminate campaign messages to potential allies (community groups, industrial contacts)
- Anticipate and deal with disputes & Crises

Australia sent the largest delegation, fighting from the front and demonstrating our commitment in numbers, along with delegates and affiliates from Germany, Belgium, Argentina, Hong Kong, The Netherlands, London, Ireland, Singapore, Bahrain, Jordan, Brazil and the USA, which made up around 60 delegates.

The conference deliberated over a list of minimum standards that should be adopted amongst all these terminals globally. And groups were formed to decide major concerns for the union, and what we thought the majors issues were from these companies.

Similar results were obtained from all the working groups covering each of the GNT's. Issues included; Safety, Wages and Conditions, Job Security and Casualization, Union density, Productivity, Expansion and the Global Financial Crisis (GFC).

The conference was led by Paddy Crumlin and Frank Leys (ITF Secretary of the Dockers Section).

A presentation was given by the International HR Manager of Mearsk (APM) Tiemen Meester, who gave an overall presentation of APM's position, its effects from the downturn and the future developments to withstand the current financial crisis. He also gave an overview on the four GNT's combined, detailing their customers, their global TEU's, their profits/losses and their comparative sizes and employment numbers. APM's approach was to be 'the best' of the GNT's and stated that 'working together' works.

POC Database Training:

Training on how to use the ITF POC & GNT terminals web page was delivered including how to post any issues or details of particular ports around the world including GNT operators. Valuable information can be found on the website relating to certain issues or particular companies. It was noted that the POC & GNT database is only as effective as the information provided and we were shown how effectively, we can not only download facts on any terminal from around the world, but also through the correct procedures how we can upload all important and relevant information onto the site.

All the unions represented from around the world and from different ports pledged to gain more information on those ports with low or no union involvement and give any help to provide better working conditions and understandings for all.

The conference concluded with each Union represented committing to practical application to improve Safety, Union Density, Fairness & equality, and to provide the necessary resources particularly in the developing countries to achieve these goals wherever in the world the Global Network Terminal Operators function.

The Conference then heard from 2 delegates from the MTL Terminals in Dublin entering their 13th week on strike. Their Union SIPTU and their fellow striking Comrades are facing legal injunctions and severe financial pressures. The company Peel Ports has a fighting fund of 2 Million Pounds to break the unionised Dockers. Peel Ports have targeted redundancies and brought in scabs & mercenaries, some of which were fellow workers who voted to strike. The company have attempted to divide and conquer the striking workers by offering a handful their jobs back. This tactic has failed.



MUA Cork Delegation continued

This story rang bells of the same struggles the MUA were faced with back in 1998. The entire delegation of the conference gave commitment to global solidarity and support to the members on strike.

At the conclusion of the conference we took a bus to the picket line in Dublin to show support to our struggling comrades who had now been out the gates for 13 weeks. We held our flags high and shared t-shirts amongst each other as one. We were told how much our visit lifted their fighting spirits right back up to where it was at the start of this protest. There are now MUA stickers, flags and t-shirts amongst the picket to show our presence, and demonstrating our ongoing commitment to see our brothers and sisters back in the gates, with their conditions and wages returned.

Please contact Jamie Newlyn or myself for any information on the Dublin strikers and to please give your support to them via email or YouTube.
www.mtdockers.com

As 'Big Jim' Larkin, The Irish Union Leader once said, "The great appear great because we are on our knees... let us rise"

(At the time of printing the Irish Dockers and their Union SIPTU with assistance from the ITF had reached agreement with MTL Terminals Peel Ports on a settlement including improved voluntary redundancies, further meetings were being held to get the workers back in the gate on Oct 29)

INDUSTRIAL ROUNDS

POAGS

Management requested a meeting to outline plans for introduction of change consistent with clauses of the EBA in light of drastic reduction in shipping volumes and subsequent lack of hours for permanents and irregular workforce. POAGS indicated they were close to \$500 000 below budget and drastic changes had to be implemented. POAGS outlined what course of action they wanted to take including voluntary redundancy of 2 permanents & transfer of 1 permanent and 1 VSE to Darwin. POAGS also determined that they want to reduce permanent salaries by 8% and 8% reduction in VSE and GWE guarantees. The branch explained to the committee what is transpiring in other POAG ports including Melbourne and Fremantle where the company is trying to introduce similar or more drastic measures. The branch asked the company to go back and consider any reduction in salary would have to have same reduction in hours. A meeting of all available labour will be held this week once the company responds to the union committee on a number of its concerns.

SVITZER PORT PRACTICES

Meetings were held in Whyalla recently for Svitzer port practices to take into consideration local content of the Svitzer EBA for Harbour towage and Project Magnet. Svitzer presented a modified agreement that was inconsistent with current port practices. The combined union delegates provided our list of claims and rejected a number of the companies proposed changes. Agreement was reached on even time rosters for Harbour towage and more predictable leave roster for Project magnet. The Company are to respond on a number of issues. Port Adelaide meetings have occurred with Svitzer and the combined Union Delegates for Port Adelaide Port Practices, once gain Svitzer presented a modified port practice document with substantial changes none of which has been agreed at this stage. Svitzer engaged a company who are experts on rosters to present some options for a fully predictable even time roster. Port Adelaide crews are to consider these options and respond.

IR/STCW 95

A recent meeting was held with TDTSA the transport industry skills board which Branch Secretary Jamie Newlyn is a member & Assistant National Secretary Rick Newlyn Chairs. The meeting was to showcase to shipping employers and Department of Further Education Employment Science & Technology (DFEEST) representatives the work TDT does in applying the grant funding and the secure employment outcomes it delivers. The board and visitors then toured the Australian Fisheries Academy who if successful in gaining AMSA accreditation will provide the IR Course and STCW 95. Members are now advised that this approval appears likely and that **any members wishing to avail themselves of this opportunity need to advise the branch.** Further information will be provided on what the requirements are for different avenues of training.

DPW

The ongoing dispute regarding crane training has been finalized with further positive outcomes. The company agreed to additional 3 VSE, Improved Roster Outcomes for Blacked Out W/E, Confirmation of advancement of Supps engaged before 18 December being promoted to GWE on 12 month anniversary and remaining supps being reviewed at 12 month intervals, Increase in relief VEC function including training of R&D members in the function, not to mention that applicants for November round of crane training would occur as per newly negotiated selection criteria with the limited applicant numbers. The company revised their position recognizing the low morale of members and hoping to resume productivity levels and improved extension availability.

PATRICK MEMBERS MEETING

A meeting of Patrick members was held to discuss a number of issues affecting members particularly as a result of the shipping down turn. A number of safety issues were raised in conjunction with Industrial issues including PGE Payback, A Supps, Rostering, Skills Matrix, Grading & supervisors doing our work amongst other things. After establishing the issues a meeting with management was convened and all issues were debated. With varying degrees of success. A further meeting will be held with members to relay the information and seek endorsement to a few of the company's proposals.

SWS EBA

Further meetings have been held with ABB to attempt to finalize the SWS Bulk loading Plants agreement. Complicating issues is the recent Acquisition of ABB by Canadian Grain Handler "Viterra". The consequence of which means name changes and transfer of employees to the new company. There is skepticism by SWS members about the motives of the need to change from SWS to Viterra which further compounds the confidence of members. The SWS Union committee thought we made significant headway some weeks ago only for SWS to renege on its overall position which was far more palatable to SWS members. Significantly though ABB have agreed that the new Outer Harbour site will be included in the new agreement and current SWS staff will be utilised for all bulk loading and stevedoring when cargo is contracted to ABB. The major issue separating the parties is the company's determination to utilise terminal "Silos" employees on the wharf face and in stevedoring or bulk loading at Silos wages which are significantly less than what is currently paid to SWS members. **MUA members at SWS are determined to protect their conditions of employment and not sell their jobs to the lowest common denominator.**

CWA WAREHOUSE EBA

The CWA Warehouse agreement is close to finalization with the only real outstanding issues being the pay rise and Rostered Days Off (RDO's). CWA (Formerly Hardy's Wines) are claiming that financial pressures in its global operations restrict it from offering more generous wage outcomes. The Union have agreed to a 14 month agreement in order to line up with CWA's other Collective Agreements. This will entail a multi-union agreement and hopefully provide greater leverage. There are potential advantages to this including the immediate acquisition of additional conditions. There has been agreement on: Improvements to redundancy, Casuals to Permanents after 12 Months, Improvements to Higher Duties allowance, TOIL, Milo, Monthly meetings, Union Training & Union Meetings. The union density in this site really needs to improve before the next EBA to ensure that our industrial muscle can be flexed if required to obtain the best possible outcomes for the members.