



Hutchison Ports Wants the Award Stripped Not a New Agreement

The depth of Hutchison Ports opposition to industry standards was revealed for all during our recent negotiations on the 21-23 November. Discussions around in-principle outcomes were abandoned by both parties as it became clear that we are seeking polar opposites out of this agreement. The MUA want to maintain industry standards and see workers with more regularity in their working lives while the company wants to be a low-budget stevedore – the Tiger Air of the waterfront.

Some examples of the irreconcilable nature of these negotiations at this stage are reflected in:

Superannuation payments – the workforce wants to maintain the 12% employer contribution condition. HPA want to strip 2.5% away from employer contributions slashing superannuation and retirement benefits. HPA wants to cut superannuation and your families retirement plans by over 26%.

HUTCHISON WANTS A 2.5% CUT IN SUPER AND RETIREMENT BENEFITS

Income Protection (IP) – workers want to maintain IP and go to the better scheme under Protect. The company wants to remove the less generous scheme and remove IP entirely.

Redundancy – HPA want to go back in time about 40 years and only wants to pay a National Employment Standards redundancy. The NES amounts are below.

Period of continuous service	Redundancy pay
At least 1 year but less than 2 years	4 weeks
At least 2 years but less than 3 years	6 weeks
At least 3 years but less than 4 years	7 weeks
At least 4 years but less than 5 years	8 weeks
At least 5 years but less than 6 years	10 weeks
At least 6 years but less than 7 years	11 weeks
At least 7 years but less than 8 years	13 weeks
At least 8 years but less than 9 years	14 weeks
At least 9 years but less than 10 years	16 weeks
At least 10 years	12 weeks*

So if you had been at HPA for 10 years under the new company proposal you would leave with just 12 weeks redundancy + notice. Under current arrangements you would receive 30 weeks + notice. This is giving 18 weeks back to HPA as they make you redundant.

First Aid – considering the recent safety events and incidents across HPA terminals you would think this position would be safe. HPA want the first aider to be a working first aider and not dedicated to the most efficient and expedited means of providing life saving treatment to an injured worker.

Consultation – HPA says consultation processes are too onerous for them and they want to revert to basic industrial minimums to avoid having to talk to the union or their workforce. The reasons why HPA management hides and goes to ground



HPA show us why the Rules NEED to be Changed

every time there is an issue has been revealed. Talking to workers and their representatives is just too hard and they don't want to do it.

Long Service Leave – management want to strip LSL back to state minimums for LSL. This reduces our LSL accrual rate by around 50%.

A Phase 1 world for all – Phase 1 start-up arrangements are what HPA want for all their workers. This is the third HPA agreement and it is no longer a start up operation. We have seen consistent growth and recruitment at HPA. The Brisbane terminal is working to capacity and Sydney is much busier with the acquisition of new contracts.

The biggest stevedore in the world just can't proclaim with any credibility they are becoming the low budget stevedore of the waterfront. Hutchison Ports says they are doing it tough and are going to take it out of the workers hide. It is worthwhile examining exactly how big [and how RICH] this company is.

Ports and related services - 52 ports in 26 countries.

Retail - 14,500 stores in 21 countries worldwide.

Infrastructure - portfolio of investments in energy infrastructure, transportation infrastructure, water infrastructure, waste management, energy-from-waste, household infrastructure and infrastructure related businesses.

Energy - includes the Group's 40.18% interest in Husky Energy Inc, one of Canada's leading integrated energy companies

Telecommunications - leading operator of global mobile telecommunications and data services and an international pioneer of mobile broadband services.

Finance & Investment and Others Operations - consists of Hutchison Whampoa (China), Hutchison China MediTech, CK Life Sciences, TOM

Group, Hutchison Water, Marionnaud and several B2B and B2C e-commerce operations.

Overall revenue = **US\$133.28 billion (2016)**

Not much poverty going on at Hutchison's for the bosses.

After realising that the in principle approach would not work we then moved to a complete overview of the existing document. This too proved difficult with the company rejecting whole sections of the current document based on HPA's unachievable ambit claims.

Where to now?

The MUA has been forced into considering our legal and industrial options to protect fundamentally important conditions vital to all wharflies.

No worker at HPA will accept these huge cuts to their rights, pay and working conditions. No wharfie will accept a race the bottom on these conditions that sit at the heart of a workers life.

The MUA after much consideration will be lodging for a Protected Action ballot for members to vote on taking Protected Industrial Action. The attacks by HPA are too big. The stakes are too high for us not to fight back and protect our most important industry conditions.

HPA cannot be allowed to expand the race to the bottom in the stevedoring industry.

While we are happy to negotiate around the company main claims relating to cost there are ways of potentially dealing with these things that are not based on wholesale stripping of decades of hard won conditions.

No union in Australia would accept the attacks that HPA are dishing up to the MUA. If HPA want to become the poster-company for the Change the Rules campaign on the waterfront we will be happy to comply because we cannot possibly accept such brazen attacks by this hugely profitable company.