



Phoenix Rising

A Maritime Union of Australia leaflet to members at Hutchison Ports July 26, 2015

In what can only be called an unbelievably twisted mix between James Bond and Harry Potter it appears Hutchison Ports Australia (HPA) have hatched a plan that involves the destruction of the Maritime Union of Australia and the rebirth of HPA. The plot leaked to the Union as 'Phoenix Rising' is nothing but an ages old divide and conquer union busting tactic.

The MUA would rather negotiate through whatever difficult times were confronting the company. HPA have chosen another path. They are cultivating waterfront disharmony and provoking a dispute the MUA would rather not have but will engage to its fullest if the company implements automation without negotiation; uses automation as union busting and continually does not adhere to the EBA that was struck in good faith and made to work by the members at HPA.

Secret new technology - but we need to sack some workers first

HR representatives may have been talking to you about ranking you like animals at the fair.

We should not accept the company mantra about numbers of redundant jobs. Our EBA deals with situations like this and the company must discuss with us to avert and mitigate job losses. The company has not met with the union to discuss any of this yet.

The MUA believes we are owed a fair redundancy scheme. Not the subjective company - does the manager like you - type scheme but a fair and objective one.

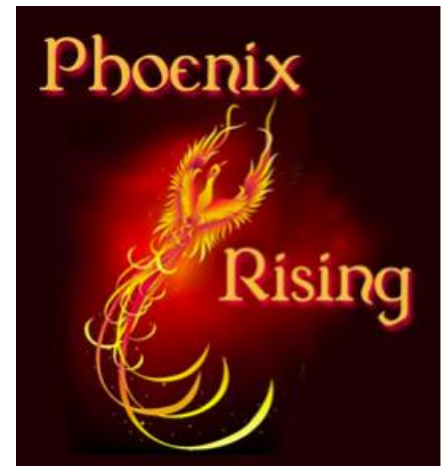
HPAs head picking, subjective redundancy scheme must be fought against and opposed.

The MUA will fight for a fair redundancy plan and avert as many job losses as possible. We say anyone forced to leave must be first back if new jobs arise.

The MUA has asked for 4-hour meetings of members in accordance with our EBA. We want to make sure the position we put to management is driven by the rank and file members of the union through a democratic process. At these meetings we will discuss what you want to do about the outrageous behaviour of HPA.

The only reason these redundancies are happening is to free the company to implement new and higher levels of automation. That's why the shipping contracts are going, that's why they won't try to get any new contracts.

**WE WON'T ACCEPT AUTOMATION WITHOUT NEGOTIATION
WE WON'T ACCEPT AUTOMATION AS UNION BUSTING**



A **phoenix** (Greek: φοῖνιξ *phoinix*) is a long-lived bird that is cyclically regenerated or reborn. Associated with the sun, a phoenix obtains new life by arising from the ashes of its predecessor. The phoenix was subsequently adopted as a symbol in early Christianity.

In some versions of the legend, the phoenix dies in a show of flames and combustion, although there are other versions in which the legendary bird dies and simply decomposes before being born again.

According to some legends, the phoenix could live over 1,400 years before rebirth.

HPA never had an intent to negotiate - this is about busting the MUA

Out of nowhere HPA declares they are not seeking any new contracts and are basically offloading current contracts, presumably KIXF to either DPW or Patrick. The scale of the announced redundancy and the volume of work that the remaining contracts throw up will be the company formula, until around November 2016 when the fully automated terminal would be up and running.

Either way it is a huge estimation of labour requirements over the next 18 months.

What about this Phoenix Rising! How long was the boardroom workshop to come up with that or was it a captains call Mr. Jack. It's basically sneaking auto-strads into the terminals and potentially remote controlled quay cranes under the noses of the MUA so there is no requirement to have negotiated manning levels or coverage.

An audacious plan only second to the 98 lockout, which will be fought by the union as vigorously and for as long as it takes to ensure union busting plans for workers and negotiated outcomes around automation are met.

The inevitable development of automation and technology is recognised by us. The previous introduction of automation on the Australian waterfront was met with compromises on both sides. Jobs have been lost with containerisation and prior to that by mechanisation. Conditions of work have also improved. The HPA agreement is an example of that.

We are happy to work through all issues as long as all the facts are put on the table. We want to protect jobs

and we want a collective response to the problems. This will be where we start.

We will not be accepting redundancy plans that are dictated to us and designed to purge the workforce of whoever management desires on the basis of union membership, activity, identifying safety breaches or just being able to stand up and have your say at work in a unionised workforce.

If we stick together we will get the best result. If we don't we allow the boss to dictate to us and erode everything generations of wharfies have fought for.

Not on our watch HPA

ATTEND THE 4-HOUR MEETING

Branches will have details out when times and dates are agreed with the company.

HAVE YOUR SAY!

LET'S STICK TOGETHER

THE INTERNATIONAL TRANSPORT WORKER'S FEDERATION (ITF)

The ITF Dockers section has a campaign that deals with Global Network Terminal (GNT) operators. Hutchison is one of the big four GNTs. We have a network of Hutchison workers and unions across the world and we have activated that network and alerted our comrades internationally to the devious plans of HPA in Australia.

Two of the main planks of the ITFs Automation policy is that we will not accept - automation as union busting - and - automation without negotiation HPA are doing both at the moment.

The MUA is always ready to negotiate but HPA are intent on steam-rolling their unfair HR driven subjectivity onto the workforce. The MUA is your union and will be by your side during this entire process fighting for fairness against this corporate aggression.

MUA - HERE TO STAY

