



Thursday 30 July, 2015

International Dockworkers Council (Spain) Supports MUA in Fight for Hutchison Workers



International Dockworkers Council

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Barcelona, 29 July 2015

Brother Bob Carnegie
Qld Branch Secretary
MARITIME UNION OF AUSTRALIA (MUA)
Via e-mail : bob.carnegie@mua.org

Dear Brother Bob,

On behalf of the 90.000 dockworkers from the International Dockworkers Council, and from our Brothers and Sisters in the Port of Barcelona I would like to send you our full support to your rightful demands with Hutchinson.

We have been informed about the 4-hour stoppage in the Hutchinson terminals following meetings with Hutchinson management during this month of July after their intentions of cutting down the workforce were announced in an aggressive stance. The IDC also backed the international campaign in support of the Hong Kong dockworkers who mobilized against Hutchinson.

Your action today is once more a show of strength of workers' assemblies that we must use in our ports. Should you need an international support, IDC members will stand ready to back you up by all means necessary. We have already mobilized against Hutchinson in support of the Hong Kong dockworkers, and we will do so if you need our assistance. Solidarity and unity are still our biggest weapons.

The MUA is a reference for all port workers worldwide, and from the IDC we greatly welcome this new stage at the MUA with Bob Carnegie leading the Queensland Branch. We hope we can join forces to face all the challenges ahead.

We sincerely hope your action today is a success. We will nonetheless look forward to hearing the decisions taken at the assembly, and will call on all IDC members to offer our solidarity if needed. Our full support to our brothers and sisters in the Sydney and Queensland branches!

We will never walk alone again!

Jordi Aragunde
IDC General Coordinator

Authorised by Bob Carnegie, Maritime Union of Australia (MUA) Queensland Branch Secretary
73 Southgate Avenue, Cannon Hill QLD 4170

DPW Agreement - All but landed

A year after DPW agreement expired members showed they had enough and endorsed a return to protected action. As a result we met for 3 days in early July and with real focus from both parties we were able to finalise the significant issues and substantially draft the Part A document. At the time of writing, there were a couple of items to be drafted which I expect to have finalised by the time this hits the worksite. This agreement had a real focus on fixing the HR madness, the legal technicalities that saw us in FWC throughout the last agreement arguing the intent of the agreement and most importantly we focussed on levelling up the differential in hourly rate of VSE to FSE. Our analysis prior to the start of the negotiations showed that VSE were a couple of dollars on hour cheaper than FSE when you consider all allowances etc. I believe this differential is what has prevented members being promoted from VSE to FSE as DPW has a major focus on cost. The outcomes for VSE will deliver real increases to VSE wage outcomes in addition to the overall wage outcomes that apply to all members. This is very much a VSE agreement which should in turn provide greater opportunity for FSE jobs.

It has been a long, drawn out and bitter set of negotiations but the outcomes below demonstrate that it was worth the fight. Now hopefully it sets the scene for a 4 year period of peace. That will all depend on whether or not DPW honour their commitments made throughout the negotiations. I am a firm believer that when you sign off an EBA you have to abide by it until you get the chance to change it when it expires. That applies equally to the employers. Peace follows when each party abide by the agreement.

Part A outcomes

1. Term – 4 years from 1 March 2015
2. 2.6%pa on wages and allowances
3. Additional 0.4%pa payable on achievable benchmarks
4. Income protection on implementation of agreement worth 2%
5. Backpay to 1 March 2015
6. Sick leave won't be debited while in receipt of income protection payments
7. Transparent process for AMP - 7 sick days without med cert in a financial year. If you don't bring a med cert on the 8th sick day, you will automatically go on an AMP. Breach of AMP gets a warning
8. No FTR if reasonable excuse for late bookoff and sick leave payable if leave in the bank.
9. All VSE leave paid on increased VSE guarantee (70k) + 27.5% loading for A/L and LSL.
10. All leave accrued as VSE paid at FSE salary when promoted.
11. Any FSE/VSE that has used all annual leave and has less than 35 hours remaining may opt to use the balance as single day of leave. Where there is a part day of leave it may be taken as a day but will only be paid at the accrued amount.

12. Sick leave paid out on termination and resignation with 5 years service (currently don't get paid out sick leave when sacked and resignation is 10 years)
13. Equity of access to leave across all employment categories via leave plan including A/L, LSL and DIL
14. Company to introduce app detailing leave balances etc
15. Ability to gift personal leave to other employees
16. Ability to take VSE Days – 3 per day automatically approved
17. Improved safety clause including increased HSR's
18. VSE Guarantee increased to 70k and indexed by wage outcome in years 3 & 4
19. VSE salary cap to be 7k more than G6 FSE
20. VSE scratching's included in EBA. Can't reduce scratching without endorsement of the VSE's
21. VSE consolidated allowance increased to \$40 day (up from \$27) – indexed with future increases.
22. VSE and supps on committees to be paid evening shift rate at meetings
23. Improved introduction of change clause
24. MISC and high risk licences paid by DPW
25. Women and indigenous employment as per MUA employment clause
26. Penalty rates protected with penalty rate table inserted in agreement
27. FSE to be paid treble time on nightshift for public holiday as per award penalty rates
28. 35 hour week to be protected with clause inserted to agreement. Overtime payable outside of rostered hours for FSE or after 1820hrs per year (52 x 35) for VSE
29. Supp to VSE after 9 mths provided they meet the earnings threshold and "satisfactory performance"
30. Upgrade triggers - 70% of time in higher duties creates a position to be filled through selection criteria
31. Allocation procedures to be included in EA with high level six monthly review including all branches, Crumlin and Scurrah
32. Improved Selection Criteria for upgrades and training
33. Transparent process for redundancy including voluntary first across all categories and selection criteria for compulsory redundancy after all options have been worked through and proven ineffective
34. Trade union leave for branch and national conferences as well as other conferences where agreed

MEMBERS HAVE BEEN WAITING FOR ALMOST 18 MONTHS FOR AN AGREEMENT TO BE REACHED. ENOUGH IS ENOUGH. ACTION IS IMMINENT IF AGREEMENT IS NOT REACHED SHORTLY.