



Hutchison Ports Slash and Burn **MUST** be Rejected

27 September 2018

Hutchison Ports Australia have delivered a brutal and totally outrageous log of claims to the MUA and its members going further than any previous stevedoring employer in waterfront history in attacking wages and working conditions on the waterfront.

Even Patrick after the 1998 lockout had a less aggressive log of claims than the Hutchison tilt at the MUA in the 2018 EBA. This attack on wharfies will be fought against and defeated as an anti-union attack on the entire industry. Not only will the Hutch wharfies stand up – so will every wharfie in the country to defend ourselves against such huge attacks on our lives and families.

Summary of company log of claims

26 September 2018

Restoration of schedule 4 arrangements;
Re-Introduction of "phase one" across both ports, back to complete irregular arrangements for all employees.

MOA & MOU and all written and agreed arrangements outside the EBA to be removed

Hutchison have said they **WILL automate** a number of functions including ROS.

0% wage increase of commencement;
1st year anniversary 1% and each year after that

No zeroing of hours for phase 1 arrangements annually, all hours to be paid back and rolled over year by year.

Grades and level of **wage deductions**;

Current **wages and roles are being attacked**

Level 1-grade 3 \$42.45/hr
Level 2-grade 4 \$45.07/hr
Level 3-grade 5 \$47.42/hr
Level 4-grade 6 \$48.84/hr
Level 5-grade 7 \$57.42/hr

Proposed by company

Level 1-grade 1 \$38.32/hr
Level 2-grade 2 \$40.33/hr
Level 3-grade 3 \$42.45/hr
Level 4-grade 4 \$45.07/hr
Level 5-grade 5 \$47.42/hr

Will all the deductions the company wish to apply our earnings will be reduced by approximately \$20,000

Outsourcing and removal of the following positions;

Shift leader - outsourced
Bus driver/first aid - outsourced
R & D clerk - outsourced
ASC operator - outsourced
Reefer monitor - outsourced
Maintenance store person - outsourced
Allocator - outsourced

All mooring to be **removed** and outsourced in Brisbane

30-hour week removed for a 35-42hr week

Employees can be **rostered 4hr min to 12 hr** maximum shifts

45 minute smoko (**30 minutes of the break to be unpaid**) – Amazing, no boss has ever attacked a paid smoko!

Forced Extensions on Demand

Day shift 1,2,3,4 (can be compelled on all)
Evening shift 1,2,3,4 (can be compelled on all)
Night shift 1 hr.

Extensions can be enforced 2 hours prior to completion of shift. All compulsory.

Start times - all start times can be moved by three hours. The end of a normal start time.

Day shift- 0500-0800

Evening shift- 1200-1500

Night shift- 1800-2400

Company can **contact employees on short notice** to provide additional labour, not to be contacted between 2330-0500. Late call ins will only be paid on the commencement of their shift (When you get there)

Employees can be made to **14 days in a row**, not including days off for personal leave. This creates a less safe workplace.

Employees can **only scratch 2 shifts over the roster cycle**, and the employees have to be ahead of their pro rata hours.

MSIC; once issued, no employee will be permitted to commence work without a MISC card. Any time lost shall be unpaid.

Employees will be to be **moved from job to job** within the shift at employers' discretion.

Selection criteria;

Any warnings apply

Performance ratings by managers

Remove reference to skills (no equality within the workplace and selection)

Penalty for sickies

Head picking is what HPA wants for us all.

Removal of PPE;

Hearing protection – seriously, just go deaf!!!!

Carry bag

Steel caps due to wear and tear

3 overalls down to 2

Remove spectacles for reimbursement

Further conditions on HPA's hit list:

- Redundancy - **removal**; NES
- Long service leave - **complete removal**
- Superannuation - **remove** clause; company will make contributions in line with superannuation guarantee (charge) Act 1992. This is labour **reducing an employer contribution of 12.5% down to 9.5%**
- Grievance procedure - **complete removal**
- Picnic day - **complete removal**
- Proposal of 10 days of personal leave (currently 13 days) – **stealing 3 sickies** from workers
- Proposal of 2 days of compassionate leave (currently 3 days) – **rob you of a 1 day** when a family member dies
- Parental leave - **removal** of current conditions and back to federal government leave scheme.
- Income protection - **complete removal**

Have HPA gone MAD or FERAL?

It is clear that HPA claims are aimed at reducing costs at your expense.

At this stage of negotiations, we are at polar opposites. Your bargaining committee is committed to seeing this agreement through and ensuring that you get an agreement you deserve.

The current company proposals outlined above reflect the most severe attack on waterfront conditions in a generation. It is this generation of wharfies that will stand up, as our comrades before us stood up, to ensure we are not the generation that leaves the waterfront worse off for future generations.

Corporate greed will be opposed.

Attacks on conditions will be opposed.

Reduced wages will be opposed.

Worse jobs with increased company power will be opposed.

Outsourcing will be opposed and insourcing advocated.

WE WILL FIGHT – WE WILL WIN!