



VICT



BASTARD BOYS 2018

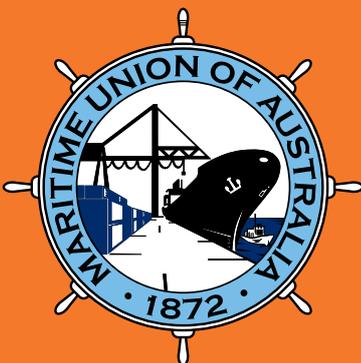
Vol 1.

Over many generations waterfront workers and our Union, now the Maritime Union of Australia – the MUA, have remained united, strong and militant as we fought struggle after struggle to maintain an industry that would continue to support waterside workers, their families and the communities in which they lived.

Wharfies and our Union saw off every challenge, including the infamous Patrick dispute 20 years ago, that sought to undermine our industry and our place in it. We fought because our unique way of life depended on it and our industry continues to stand as one that has fended off every challenge that attacked our wages and conditions, so important to our way of life.

Today we face a challenge as great as any we have faced before and certainly the most significant since the Patrick dispute in '98. It is a dispute with a new entrant to the Australian waterfront - a foreign multi-national called VICT that seeks to take the industry back decades and undermine generations of struggle to decimate the future wages and conditions of Australian waterfront workers.

VICT has come into the Port of Melbourne and run out an industrial agenda that seeks to undercut the stevedoring industry wages and conditions by about 40%. The agreement was voted on by 5 supervisors



VICT undercut our industry through the following:

1. Removal of all penalty rates to introduce a flat rate of pay for casuals of \$36.50 per hour for all hours worked, including overtime, at any time of the day such as evenings and nights and on any day including weekends and public holidays. This compares against Qube's consolidated rate of around \$57 per hour which Qube workers continue to get paid when they work alongside VICT workers if lashing gangs are short – VICT pays more than \$20 per hour under the rate
2. Superannuation of 9.5% and an outright refusal to endorse the stevedoring industry fund of Maritime Super.
3. Salaries for those who work as the equivalent of Grade 6's under the Stevedoring Industry Award of \$75,000 per year for 1820 total annual hours worked over 12-hour shifts. When the terminal opened over a year ago many of these roles were paid at the still reduced annual salary of \$92,000 (42 hour week with 12 hour shifts) and yet the same roles advertised recently have now dropped to the \$75,000 salary
4. Introduction of 12 hour shifts into the container terminals for the first time which if allowed to spread would see manning levels across Australia's main container terminals cut by about 30%
5. The removal of MUA coverage from all work in the VICT terminal including lashing right through to maintenance, crane drivers and all foreman roles. This in effect is an attempt to remove the MUA from the future of Australia's stevedoring industry by removing us from coverage of all and any roles inside terminals with automated work.

MUA RESPONDS

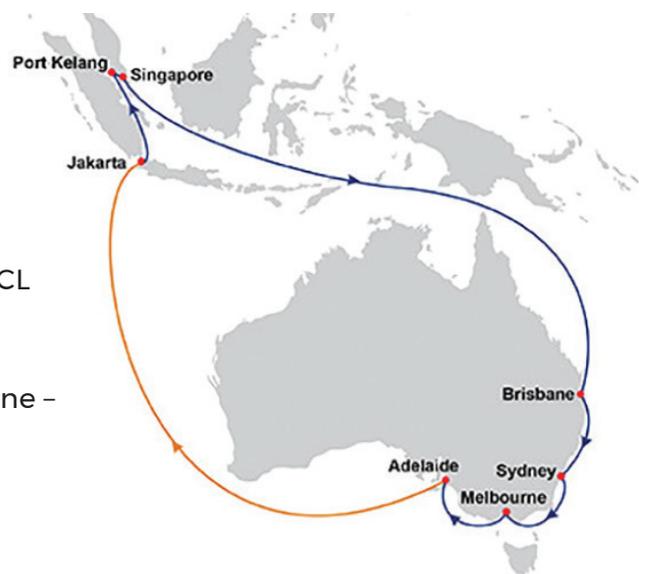
MUA notifies VICT and Federal Court that VICT agreement must be overturned and declared invalid because:

- It fails the BOOT test and provides for wages/salaries that are significantly less than the Stevedoring Industry Award
- The approval process to put the agreement in place was critically flawed and did not meet the requirements of the Fair Work Act

The first hearing date on this matter is listed before the Federal Court in mid-March.

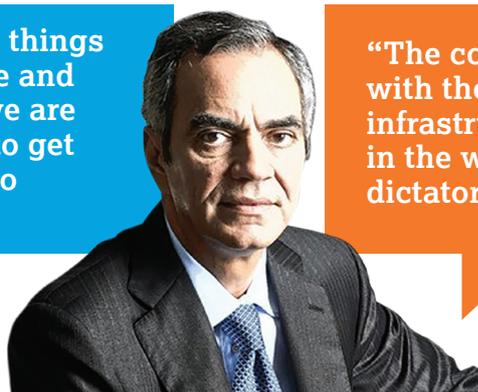
ABOUT VICT (AN ICTSI COMPANY)

- VICT is a wholly owned foreign multinational company
- VICT spent \$700 million building Australia's first fully automated terminal
- They have one contract with AA2 which has the following vessels on it's run: Glasgow Express, OOCL Texas, OOCL Le Havre, CPO Jacksonville, JPO Virgo
- The ships visit the following ports and operators: Brisbane - DP World, Botany - Hutchison, Melbourne - VICT, Adelaide - FACT, Singapore, Indonesia



ICTSI CEO Enrique Razon has made the following statements appearing to summarise the companies approach to business:

“If we focus on things like governance and transparency we are still not going to get what we need to get done”



“The countries with the best infrastructure in the world are dictatorships”

“Tying democracy to development, I don't think it really works”

VICT have formally notified the MUA in writing that they are buying the Hutchison operations in Botany and Brisbane although this is yet to be verified by Hutchison themselves.



- ✘ VICT presents as the biggest threat to our industry in a generation
- ✘ Every wharfie in Australia must support this dispute.
- ✘ The future of our industry depends on it.