

STATE OF AFFAIRS AFTER TALKS WITH UNION 8 MARCH 2023 AND AFTER TALKS WITH ML 9 MARCH 2023

A consultation took place on 8 March 2023 between the president of the union De Unie and Niek Stam of FNV Havens.

The meeting went off in fine spirits but the outcome can be described as worrying. The Union had previously had a conversation with Head HR Christy Storms.

The Union is going to work for Maersk Line and will take 4 months (!).

The Union will prepare a survey (Digi C) together with Maersk Line employees and this survey will be distributed to all Maersk Line employees. There will also be so-called panel discussions between the external agency and ML employees. Maersk Line will facilitate this process. The outcome of the survey will be submitted to ML. ML will then take something from the outcome.

The unions will then still be invited for consultations to give an opinion on the outcome of the survey.

But if the survey shows something ML does not want then it will not happen.

This is what ML made clear in the conversation between ML, CNV Vakmensen and FNV Havens. ML can decide when there is an outcome and ML is going to present this outcome to the entire workforce. What union members think of it is no longer important with this approach by ML. This puts the axe to the roots of independent unions at ML.

ML asks CNV Vakmensen and FNV Havens to cooperate in survey (new approach)

A meeting with ML took place on 9 March 2023. During this conversation, ML asked FNV Havens and CNV Vakmensen if they would cooperate with this above-mentioned approach. Our answer is perfectly logical: "no, of course not". With this approach, ML ultimately determines what it puts to a vote for ML workers. That is no longer what unions are about, and union members thereby lose control over their terms and conditions of employment.

This is exactly what happens when workers do not collectively join an independent union. You are going to lose your rights and a union is no longer able to help you.

Wages are likely to be adjusted a little by April, ML said.

ML indicated at the same time that this adjustment is totally inadequate to compensate for inflation. So how much will it be? ML would not say because the unions do not want to cooperate in removing a union's interest in ML.

The importance for a strong union at ML has never been more prominently demonstrated at ML than now!

At a time when the company has turned giga profits while inflation has skyrocketed during the same period, you would expect the employer to do everything possible to offset that inflation. But instead, that employer is doing all it can to make unions asking for inflation compensation on behalf of their members redundant.

This problem is caused not only by ML, but also by ML employees whom this employer enables to do so by not being a union member themselves and speaking out.

As soon as the unilateral wage adjustment within ML is known, we will hold a joint members' meeting.

See you soon.

Kind regards,

Niek Stam

Union Official FNV Havens

Sanne Koevoets

Union Official CNV Vakmensen