



## **NEGOTIATIONS NEW MAERSK LINE CAO NETHERLANDS IS FINALLY ABOUT TO BEGIN!**

Dear members and non-members,

On July 25, 2023, we were informed by ML that the employee survey had been completed and that collective bargaining could begin. At that time 3 negotiation dates were proposed. At least that is how the unions understood it. These 3 dates are: August 29, September 5 and September 26. All days from 10 a.m. to 1 p.m.

### **ML invites FNV and CNV to join De Unie at its office**

On July 31, 2023, Niek Stam (FNV Havens) indicated that he really can't do August 29, that September 5 is fine and on September 26 there is an option for another consultation. That one has since been cancelled, so September 5 and 26 are now reserved for your CLA.

Sanne Koevoets (CNV Vakmensen) had indicated that she is not available on the proposed dates due to other commitments.

Last week ML informed us that the dates mentioned were not options but that these dates have been planned with De Unie and that FNV Havens and CNV Vakmensen may join. The dates were already cast in concrete.

It shows how ML deals with the regular unions that have been involved in your working conditions for years. By the way, the consultation will be held at the office of De Unie all the way in Culemborg. Nice and far from Rotterdam.

During the negotiations Niek Stam will represent CNV Vakmensen. The unions maintain short lines.

### **Survey results hardly surprising for FNV and CNV**

Relations are strained because following the member meetings held, FNV Havens and CNV Vakmensen have clearly indicated that some form of APC must be included in the CLA in order to compensate for the loss of purchasing power due to high inflation. And given that there is super-high inflation, there will be little to no money left to talk about other issues. ML, with a profit of over \$30 billion, refuses to engage in talks with the mainstream unions on this issue and have been looking for a consulting party that overrides its members' wishes.





Meanwhile, a study was commissioned by ML and conducted by The Union. What are the main findings of this survey?

- Employees give the existing benefits package a satisfactory 6.7
- Employees want fixed remuneration instead of variable remuneration with all kinds of bonuses
- The employees do not like the salary system. There is great lack of clarity, lack of transparency and great doubts when managers award raises

The employees did a ranking of the most important issues and they are as follows;

Fixed pay	61%
Flexitime	54%
APC	53%
Pension	46%

Moreover, the survey shows that higher positions and thus incomes are the ones that benefit the most from bonuses and flexible pay. The higher incomes and higher positions know better the way for higher salaries and bonuses.

It also shows that the higher positions and higher incomes are fine if no system of purchasing power maintenance by ML is agreed upon with the unions.

The majority of employees want purchasing power retention for other investments in the benefits package.

The results of this survey are not surprising to FNV Havens and CNV Vakmensen. There simply must be a collective bargaining agreement that is fair for everyone and contains transparent agreements. It cannot be that your wage increase is determined by a superior.

### **Together strong for purchasing power and work!**

The unions have serious doubts that ML really wants to reach a CLA with your answers and thus with the outcome of the research.

Your CLA is an exception from the other CLA's in the ports because the APC is not yet included in the CLA. If we collectively are not able to regulate this then we jeopardize the other CLAs. Also those of your colleagues at COSCO and Hapag Loyd. These companies including Maersk Line are buying themselves crazy, making huge profits and do not want to give the workers what they deserve. Just maintaining purchasing power.

***"We don't go to work every day to have less groceries at the end of the month".*** And that shouldn't be a discussion at all at a multinational company that made over \$30 billion in profits over 2022. But as long as only 10% of employees are members of a real union, the employer will feel no pressure to listen to the voice of the workers.





We will report on the consultations shortly after the September 5 meeting.  
And in the meantime, workers who are not yet members but want to maintain purchasing power can join a real union.

With friendly union greetings,  
Niek Stam  
Union Official of FNV Havens

Sanne Koevoets  
CNV Vakmensen

