

MLNL collective bargaining result impossible

Dear members,

Yesterday, 5 September 2023, a collective agreement consultation took place between MLNL on the one hand and the trade unions De Unie, CNV Vakmensen and FNV Havens on the other.

At the end of the talks, it was determined by all parties that no negotiation result is possible. We will explain why this is not possible later in this newsletter. However, a result of the consultations will soon be presented to the employees from InnerVoice (survey DigiC). So there is not much to expect from that. Employees will get one more holiday. The overtime scheme will be open to all of JL 1 and JL 2. Today, we learnt from MLNL that there is no one in JL 1. The Social Plan will be extended till 1 January 2026. That's it!

Trade unions negotiate working conditions spearheaded by 'wages and purchasing power maintenance'. But at MLNL, this is not allowed.

The survey showed that workers attach great importance to a fixed wage increase and purchasing power maintenance. MLNL refuses to cooperate on this and indicates that Maersk International will never allow it.

MLNL is therefore doing nothing with the results of this Digi C. From FNV Havens and CNV Vakmensen, another extreme attempt has been made by translating the average inflation of 2022 (11.75%) into an increase of at least €455 gross per month x 14 payments per year for every employee regardless of which Job Level you are in (see the appendix CLA proposals). Maersk refuses to talk about that too. Maersk refuses to talk about wage increases with unions.

As long as there are not enough members, Mercer, Maersk and Managers determine what you get added

Mercer determines on Maersk's instructions what the average wage increase in the Netherlands is and Maersk can then determine whether this increase is converted into a budget increase. The managers then determine how much each person then gets from that budget. And if you get promoted - i.e. start doing different work with different responsibilities - you may then not get a further increase because you are already going to earn more because of the promotion.

Oh yes, and Mercer looks at wage trends nationwide and not the companies that also book containers like Hapag Loyd and Cosco Shipping.

In short, Maersk has increased the budget by 7% and is not going to tell who got what increase. And the promotions have not come at the expense of this budget. That's what MLNL says and it seems logical to us because otherwise the promotions would be paid for by other employees who don't get raises. But we cannot and should not check anything.

So both FNV Havens, and CNV Vakmensen and De Unie have concluded that further negotiations make no sense and that the next consultation scheduled for 26 September need not take place. MLNL agrees.

FNV Havens and CNV Vakmensen will not sign a collective agreement if we are not allowed to negotiate wages.

We are real trade unions that negotiate about purchasing power maintenance, wage increases, job security, social working conditions. We negotiate with social partners who are willing to achieve results that can be financed. A partner that just says Maersk does not, will not or will never do this is not a partner to do further business with.

Even the general 'generation pact scheme' (80/90/100 scheme) is rejected at Maersk under the argument that the employees do not do heavy work. It is not meant for that at all.

So there will be no collective bargaining agreement with us because there is no collective bargaining result either.

To date, there has been insufficient support among MLNL workers to arrive at a genuine collective agreement where members on the shop floor are also listened to. In fact, MLNL is not even listening to the workers on the shop floor.

We thank our members for patience.

Kind regards,

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FNV Havens

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CNV Vakmensen