

Our ref: G11/1314 IND/0007 DG/MF/DAS

29 March 2011

## **OPEN LETTER TO STAKEHOLDERS**

### **RE: ESPERANCE PORTS SEA AND LAND FORMAL NOTICE OF 24 HOUR INDUSTRIAL STOPPAGE ENTERPRISE BARGAINING AGREEMENT (EBA) NEGOTIATIONS**

Esperance Ports Sea and Land (EPSL or the Port) has been engaged with the Maritime Union of Australia (MUA) and members of the MUA employed by EPSL in negotiating Enterprise Bargaining Agreement (EBA) terms.

EPSL has now been served formal notice by the Maritime Union of Australia (MUA) of Employee Claim Action as an outcome of a Protected Action Ballot declared on 17 March 2011.

The notice that has been received states that:

*All members of the MUA employed by Esperance Ports Sea and Land at your Esperance Port operations shall engage in a stoppage of work for 24 hours and shall cease all work on Friday 1 April 2011 at 07:30 am and shall not resume work until 07:30 am on Saturday 2 April 2011.*

*The Employee Action Claim of which you are being notified is being undertaken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.*

### **Potential impacts on Port operations and other workers**

Other than for emergency situations, the pending work stoppage will result in the cessation of all vessel berthing, loading and unloading operations and handling of iron ore trains in the Port of Esperance.

Those Port service contractors or operators which are able to operate independently of EPSL labour will need to determine whether they continue with their operations during any periods of work stoppage.

Port administrative and management staff will continue to work during any stoppage. However, non-union EPSL staff covered by the EBA may have to be stood down while Port operations are halted.



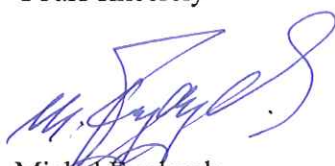
From: Michal Frydrych – Esperance Ports Sea and Land  
To: Open Letter to Stakeholders  
Re: Esperance Ports Sea and Land - Formal Notification of 24 Hour Industrial Stoppage  
Enterprise Bargaining Agreement (EBA) Negotiations

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As one of the largest employers in Esperance and a major facilitator of regional economic development, the Port has an obligation and a mission to work with its customers to support future growth. However, EPSL's guiding principle in the EBA negotiations is that it should provide a balanced outcome that recognizes employee's rights to negotiate the terms and conditions of their employment and the business imperative to be financially responsible and to take account of the current economic realities.

Yours sincerely



Michal Frydrych  
**Chief Executive Officer**

