

Bargaining update at Singapore Airlines

On the afternoon of 13 April 2017, (just prior to Good Friday, 14 April 2017) Singapore Airlines management released (via email to all staff), the draft Enterprise Agreement for the mandatory 7 day access period, in accordance with the *Fair Work Act 2009* (Cth).

In keeping with Fair Work Act requirements, the draft document has been made available to employees for their review for 7 days, prior to the ballot being opened for employees to cast their vote.

Key points from the proposed new Agreement:

- A 3 year agreement with a wage increase of 2.3% and allowance increase, per year of the 3 year agreement, plus an additional 1% to staff at 'top of the band', paid each year of the 3 year agreement.
- Deletion of the current EBA clause 19.6 and amending clause 19.3.3 (d) and (e) – increase shift penalty from 15% to 17% and evening shift penalty from 22.5% to 25%.
- Continuation of most existing terms and conditions with the current EBA.
- SIA management has committed to payment of back pay of the first pay increase payable under the new Agreement, to 1 April 2017. This will occur when the Agreement is approved by the FWC.

Will there be any other matters raised for inclusion in the new EBA?

Your Union recently wrote to SIA outlining some issues relating to its concerns about the potential for inequity and reduced income capacity, for those employees classified above Band D, who perform overtime. SIA responded to your Union's correspondence to advise that further negotiations would not be taking place, and that the SIA intended to release the Agreement for vote.

Your Unions views on the proposed Agreement

Members are encouraged to carefully consider the new Agreement, and to be aware that the proposed Agreement safeguards most existing terms and conditions that were previously

negotiated in the current Agreement. Also, the new Agreement provides for a 3 year term, and a yearly wage increase of 2.3%, as well as an additional 1% each year, payable to staff at 'top of the band'. Casting a 'Yes' vote will ensure your voice is heard on important issues such as ensuring the preservation of most existing entitlements, and the wage increases that the new Agreement delivers.

When can I cast my vote?

Voting opens at 12.00pm (midday) AEST on Friday 28 April 2017, and closes 12.00pm (midday) on Monday 1 May 2017.

How do I cast my vote?

All staff will receive an email from Elections Australia (myvote.com.au) which will contain a link to the voting website and a unique voting password. When you click on the link, you need to enter your unique voting password to access the voting page. You can only vote once, and once you vote, you cannot change your vote.

Do you have any questions about the Agreement?

Please contact your ASU officials:

Branch	Contact	Mobile
National Office	Casey Young	02 92658231
VIC-PS	Kristy McNicol	0404 167 884
NSW/ACT Services	Jocelyn Gammie	0423 041 898
WA	Phil Smith	0429 159 083
SA/NT	Dale Beasley	08 8363 1322
QLD Together	Rana Watson	1800 177 244

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