



# Emirates staff have too much to lose

The ASU and bargaining representatives met with Emirates for the 6th meeting on Monday, 13 February 2017.

Emirates presented a new mandate for 2017, revising their previous claims to accommodate the announcement from Dubai that globally, staff would be looking at pay and hiring freezes.

All bargaining representatives interrogated the business on their unfair claims and revised position on remuneration.

### What happened so far?

Employees at the top of their pay scale have not been offered any pay rise during this round of negotiations and from the outset have been no increases to their base salary for the next 3 to 4 years.

All bargaining representatives have persisted with arguments representing alternative arrangements but Emirates won't listen. The representatives confirmed that Emirates stand by their proposals to reduce the conditions of the EBA for very little reward to employees who have worked on integral improvements across the business for a number of years now. Emirates want to:

- i. Grandfather Annual Leave Loading entitlements, removing the entitlement for all new employees
- ii. Grandfather Long Service Leave entitlements, reverting all new employees to their state based entitlements
- iii. Implement the minimum conditions for Shift Work, taking away 5th week of Annual Leave for staff not working a 24-hour roster
- iv. Offer a 1% p.a. fixed rate increase from 1 January 2018 for eligible staff, with indefinite pay freeze for staff at top of pay scales
- v. Reduce entitlements to annual merit-pot increases, with ongoing merit-pot freeze for staff at top of pay scales.

Any improvements put forward by the bargaining committee that would have a positive impact on productivity, as well as work & life balance, have been rejected by Dubai.

If staff make an agreement now, Emirates also believe that the merit-pot increase due 1 April 2017 should not be payable.

### The ASU educates Emirates about good faith

It's difficult not to be suspicious about the timing of the recent global announcement and Emirates firm position not to reconsider any of their claims whilst offering very little benefit to employees.

Bargaining representatives considered whether seeking a roll-over agreement would be acceptable to staff: Emirates take their claims off the table, bargaining reps take our joint claims off the table and the parties agree to continue the current Agreement for another 3 years. After considered discussion between Unions and bargaining reps, the group resolved to request the next bargaining meeting to continue discussions.

No future bargaining meetings have been scheduled at this stage. Emirates is now required to respond to our views on breaching good faith with the Unions and bargaining reps.

### Whats next?

Emirates have agreed to schedule a teleconference about bargaining meeting on Tuesday, 21 March 2017

### What can you do?

- Make sure that your current contact details are up to date with the ASU. Contact your ASU Organiser.
- If you are not an ASU member – now is the time to join - you can do this on line at <https://www.asu.asn.au/asujoin>

If you want more information contact your local ASU delegate or Organiser.

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