



# A•S•U *in* AIRLINES

Malaysia Airlines

1 March 2013

## Negotiations continuing for the next EBA

Bargaining continued with Malaysia Airlines Management on Monday 25 February. The claims that Malaysia Airlines Management agreed to were confirmed and the remaining claims, including the increases to wage rates, were further discussed. The outcome of the latest round of negotiations is:

	ASU Claim	Status of ASU Claim after 25 Feb 2013	MH Management Response
1.	Maintain or improve in EBA 2012 all existing EBA 2009 conditions including the incorporation of the Overseas Airlines Award.	ASU drafting 2012 Agreement including the Overseas Airlines Award conditions and with the new Airlines Award attached.	Will review after the meeting on the 7 March.
2.	Increase redundancy entitlements to a maximum of 104 weeks.	Not pursuing claim subject to redundant staff accessing staff travel.	To discuss redundant staff accessing staff travel with Kuala Lumpur.
3.	Provide an equitable Duty Travel scheme in the EBA which includes payment of all travel insurance costs.	Settled. The ASU recognises MH has committed to taking out travel insurance for all staff for all duty travel. We await correspondence from Malaysia Airlines to all local management and the JCC confirming the discussed arrangements around access to time off in lieu for Duty Travel time.	Cover-More Corporate Travel Insurance covers staff on duty travel. Will investigate if Cover-More provide a discounted rate for staff on leisure travel.  Correspondence to local management has been sent.
4.	Review of PMS ratings and distribution scheme	The ASU's position is subject to the response of MH's management to the other claims.	Will consider when outcome of other claims is finalised.
5.	Increase allowances in the agreement including the mileage allowance.	Increase monthly maximum to 1200km (approximately \$880).  The per kilometre rate pegged to the ATO rate.	Car allowance rate at 74c/km, maximum allowable rate to \$750 per month effective 01 January 13. Management will consider changes proposed by ASU.
6.	Provide for reimbursement of all expenses including credit card fees within one week of expense claims being made.	Under discussion, MH to look at alternative mechanism to ensure staff are promptly (it was agreed that payment of allowances to be within 2 weeks) reimbursed.	To discuss credit card surcharges with Kuala Lumpur.
7.	Improve ability of staff to become part time or access job share.	The ASU to provide wording.	Waiting for ASU wording.
8.	Provide for access to LSL for periods of less than 2 weeks.	Settled. Confirmed staff can access LSL at ½ pay.	Agreed.
9.	Extend compassionate leave to all members of family including those who reside overseas.	Settled. Definition of immediate family from the National Employment Standards and to include immediate in-laws.	Agreed
10.	Include the payment for the Transport Assistance Scheme in the EBA.	Settled. The ASU will consider removing this claim pending a communication from MH management regarding its continuation.	MH have confirmed TAS to continue.
11.	Improve Staff Travel and fix anomalies including business class upgrade for duty travel as per OneWorld partners.	ASU claims: buddy system; duty travel upgrade; children over 24 listed as recipient; and staff travel for redundant staff.	MH considering response.
12.	Increase base salary of all staff by 5% per annum from 1 January 2012 and for each year thereafter of the EBA. Apply these increases to the minimum and maximum rates.	Amended to: PMS 5 - \$400 + 5% per year PMS 4 - \$400 + 4.5% per year PMS 3 - \$400 + 3.5% per year PMS 2 -2% PMS 1 - 0 increase	PMS 5 - \$100 + 5% per year PMS 4 - \$100 + 4.5% per year PMS 3 - \$100 + 3.5% per year PMS 2 -2% PMS 1 - 0 increase
13.	Provide annual increments for progression within each salary band.	The ASU is awaiting a response from MH regarding band alignment with the modern award.	MH will use consultants to align bands and send result to the ASU.
14.	Duration of the EBA to be further discussed	Settled. Three year agreement.	Agreed.

### Where to next?

The next meeting will be held on either the 6<sup>th</sup> or 7<sup>th</sup> March 2013 to discuss the drafting of the new Agreement only. Following this the next date for a bargaining meeting will be set.

Make sure your voice is heard! Join the union at <https://asujoin.asn.au/> if you haven't already and let your local reps know what's important to you.

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