

## **Qantas Airways QFIT EBA 12 Log of Claims**

The following claim for the ASU Qantas EBA 12 has been endorsed by ASU members:

1. Maintain in EBA 12 all existing EBA 11 Conditions unless improved and ensure that all the conditions in the Airlines Operations – Ground Staff Award 2010 are matched or bettered
2. Include the matters currently in the side letters appended to EBA 11 in EBA 12, including the side letters dealing with:
  - a. Next Generation program at airports,
  - b. crew schedulers,
  - c. long service leave,
  - d. the Annual Delegates Conference,
  - e. flexible working arrangements principles,
  - f. payroll and other matters,
  - g. the protection of ASU covered positions from being replaced by QGS or other Qantas owned ground handling companies,
  - h. the Hobart Contact Centre,
  - i. the Perth Airport temporary job share arrangement,
  - j. the contracting out protocol, and
  - k. QBT.

### **We Want Decent Wages and Superannuation**

3. 5% pay increase per annum from 1 July 2020
4. Pay all outstanding bonuses from EBA 11 immediately, and replace the current unfair bonus system with a base rate pay rise
5. Increase the company superannuation contribution to 12%, pay it on all parental leave, and include this provision in the EBA
6. Improve the entitlements to secondary carers parental leave
7. Increase EBA allowances annually for either CPI or the wage increase whichever is greater

### **We want good, secure jobs**

8. Improve the classification structure and job descriptions to match the work we do and include the reclassification of a number of positions
9. Ensure all vacant full time roles/ lines are filled
10. Limit use of contractors, offshoring and other forms of supplementary labour
11. Improve payroll processes, particularly in relation to procedures for overpayments, underpayment corrections, and underpayment penalties
12. Provide ability to transfer all entitlements when moving between Qantas subsidiaries
13. Provide additional increments for classifications between levels 1 and 9
14. Include 10 days Family violence leave without first exhausting all paid leave entitlements
15. Remove the words 'mutual agreement' from the EBA

### **We want good, secure jobs (cont.)**

16. Improve Occupational Health & Safety provisions
17. Increase rates of pay for level 1 & level 2 employees to ensure that they are better off than under the Award in all the circumstances
18. Improve and strengthen EBA 12 wording to remove ambiguity and disagreements about interpretation
19. Review of consultation and restructuring processes

### **We want Work Life Balance**

20. Improve staff travel entitlements
21. Improve the duty travel and travel time provisions
22. Improve rostering including, but not limited to, shift patterns, numbers of workdays per week, adequate staffing levels, no split days off, public holiday rostering, and company initiated shift change processes
23. Increase annual leave entitlements and access
24. Increase compassionate leave entitlements
25. Better purchased leave entitlements
26. Improve flexible working agreements (FWAs) including appeals when declined, greater security, eligibility and the effect on rosters

### **We support the claims for the Senior Professionals Group**

27. Extend a fair and improved on call allowance to the SPGs
28. Improve performance pay procedures to ensure transparency and fairness
29. Refresh the classification structure and ensure gender pay equity, transparency and position descriptions for all covered jobs
30. Provide for progression through SPG bands and extend each of the bands
31. Provide additional leave to be used during corporate shutdown
32. Provide rostered days off and overtime for SPs
33. Include higher duties allowances for work outside the classification structure

### **Additional matters we want included in this EBA**

34. Continue the side letter dealing with the interpretation of some of the EBA 11 Clauses as they apply to EBA 12
35. Length of the EBA to be determined
36. Such other claims that arises during bargaining