

## ASU Claim

ASU members at Jetstar have endorsed the following claim for the negotiations of a new ASU Jetstar EBA 5 agreement:

### A. Fairness and Job Security

1. Maintain in EBA 5 all existing EBA 4 conditions unless improved
2. Include all EBA conditions that are currently in side letters in EBA 5
3. Increase the minimum engagement time of part time employees in all locations to either 20 or 25 hours per week (clause 8.2.1 and 8.2.2)
4. Provide for conversion for part time workers to full time
5. Ensure job security of Jetstar employees by providing that any contractors are paid the same rates and conditions
6. Ensure job security by providing for consultation and agreement about the use of temporary, casual and fixed term employees
7. Improve consultation and information provisions
8. Improve the classification structure to reflect the current skills for particular jobs including the insertion of increments for years of service
9. Provide a penalty payment when you don't receive meal breaks within 5 hours of commencing work (as per award)
10. Improve the job selection policy to include greater transparency
11. Include the excess baggage commission scheme in the EBA
12. Provide for foreign language allowance
13. Improve uniforms and access to special equipment e.g. wet weather gear

### B. Work Life Balance

14. Improve access to long service leave and clarify the LSL clause in EBA
15. Improve how payroll operates and provide short time frames/processes for how queries are responded to and how underpayments and overpayments are dealt with

16. Include automatic right to request part time work after parental leave
17. Ensure any ambiguities in the EBA wording are fixed including how overnight shifts work and apply
18. Improve rostering of meal breaks
19. Ensure that public holiday penalty rates are paid for both the actual day and any substitute day
20. Provide for family violence leave and support services and work with ASU on implementation
21. Improve access to unpaid leave
22. Provide 12 hours break between shifts
23. Limit the number of days that can be rostered in a row to 6 days
24. Improve access to annual leave
25. Provide for the ability to access jobshare
26. Provide for the establishment of a rostering committee in each location to review and improve procedures for notice of roster changes and change/swapping of shifts, and implement rostering patterns that recognize work life balance.

**C. A Fair Wage and Superannuation Outcome**

27. 5% pay rise per annum
28. Increase EBA allowance for either CPI or the wage increase as appropriate
29. Increase the company superannuation contribution to 15%
30. Length of agreement to be determined

