



Emirates EBA Negotiations Resume

The ASU/ALAEA and bargaining representatives met with Emirates management on Wednesday 23rd July and Thursday 24th July for EBA negotiations. This was the first meeting since Emirates employees had comprehensively rejected the Emirates proposed EBA with a 74.25% NO vote.

What do the ASU/ALAEA want?

The ASU/ALAEA want to get an EBA agreed to and voted up as soon as possible. In voting down the company proposed EBA employees have clearly and unambiguously determined that they want an EBA that is fair and reasonable for employees and Emirates.

The proposal that the ASU/ALAEA had put to Emirates is one that the ASU/ALAEA have consistently told Emirates that the ASU/ALAEA believe will get the endorsement of members. This proposal is:

- 3 year EBA – expires 30/12/17
- 3% pa – 1/1/14, 1/1/15, 1/1/16
- Pay grades all increased by 3%
- Pay rise payable to all those over max level for grade
- Paid breaks clause included
- Increase redundancy pay or give commitment to job security for life of agreement
- Include Mascot allowance
- Fix duty travel time
- Delete split shifts clause 12.5

Along with the pay increases back paid to 1 January 2014 this is a settlement that the ASU/ALAEA can endorse. However Emirates, as well as rejecting any improved EBA offer, is now threatening that if there is no Agreement by the 24th August then back pay will not be made.

So where are negotiations at?

While negotiations have been robust the ASU/ALAEA continue to bargain in good faith. To now have Emirates talking about back pay is very disappointing given all our efforts to accommodate the difficulties Emirates experienced in scheduling these negotiations.

This is particularly so given the ASU/ALAEA and the bargaining representatives put the only constructive proposal during this round of negotiations.

The ASU/ALAEA proposed the minimum parameter for the “good” classification in the performance related merit distributions being altered from 1.5% to 1.25%, and that this 0.25% differential be transferred to guarantee increases of 3% per annum. Emirates rejected this, but what was really unfortunate was that Emirates did not respond with a counter proposal.

The ASU/ALAEA will not endorse an Agreement that does not include back pay. Emirates have undertaken that they will not issue an EBA for voting unless the ASU/ALAEA and bargaining representatives endorse the proposed EBA. As far as the ASU/ALAEA is concerned payment of back pay is a non-negotiable requirement for ASU/ALAEA endorsement of an EBA to be put up for voting on.

What’s happens next?

The ASU/ALAEA are applying to the Fair Work Commission to list a bargaining dispute and have the negotiations mediated by the Commission. The ASU/ALAEA believe that this is the fairest way to expedite bargaining and to try to get to an Agreement that all parties can support. The ASU/ALAEA will ask the Fair Work Commission to set aside the 13th and 14th August to mediate the bargaining.

We have said to Emirates that it is imperative that there is a decision maker in the room for these discussions.

In the meantime the 2011 Agreement continues to set your terms and conditions of employment and protects your employment entitlements.

Further information?

For more information, please get in touch with your local contact.

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