



## Emirates Airlines 2013 EBA Negotiations Continue

The ASU and ALAEA bargaining representatives together with the National Negotiating Team met with Emirates management on Monday 25<sup>th</sup> and Tuesday 26<sup>th</sup> November in continuing negotiations for the next Agreement to succeed the *Emirates Agreement 2011*.

### Emirates' claims

The ASU and the ALAEA along with the other bargaining representatives had previously provided the joint Log of Claims to management. At this bargaining session the ASU provided further detail on members' claims and answered queries from Emirates management. The ALAEA also outlined members' claims and provided additional information on the Log of Claims previously served on Emirates.

Emirates management then presented their claims while responding to the claims from the National Negotiating Team. The Emirates claims include:

- Wage increases 1.5% each year for the next three years;
- Merit pot increases 1.5% each year for the next three years;
- Superannuation:- absorption of 0.25% increases to the superannuation guarantee;
- The part-time hours of work to be clarified;
- Changes to the PM merit system process;
- Change to the Transport Allowance definitional;
- Introducing an overpayments recovery clause;
- Clarifying hours for day workers (Change to Monday to Friday,

retain ordinary hours at 7am to 7pm);

- Changes to Shift Work Penalty Rates;
- Removing the Mascot Loading;
- Introducing split shifts; and
- Changes to the way LSL is calculated.

Emirates management have said they will provide draft clauses reflecting their proposed changes prior to the next bargaining meeting.

### What's next?

The next EBA meeting with Emirates is scheduled for Tuesday 10<sup>th</sup>, Wednesday 11<sup>th</sup> and Thursday 12<sup>th</sup> December. The ASU and ALAEA will get feedback from Members before responding to Emirates' claims. Attached to this Bulletin is a table showing the current status of the claims.

### Need more information?

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

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### Stay informed

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# Emirates Enterprise Agreement Bargaining Continues

No	ASU Claims	Specifics	Status @ 26 <sup>th</sup> Nov.
<b>1. Fairness and Job Security</b>			
1	Maintain all existing conditions		More details requested.
2	Eliminate ambiguities		More details requested.
3	Airline Operations – Ground Staff Award 2010 and the National Employment Standards issues		More details requested.
4	Higher duties		EK: After ten working days will pay HD at 50% (not 75%).
5	Recruitment and promotion process		Implement in policy.
6	Day work definition		Change to Monday to Friday, retain ordinary hours at 7am to 7pm.
<b>2. Work Life Balance</b>			
7	Meal breaks and paid breaks	<ul style="list-style-type: none"> <li>Allow paid breaks every 2 hours (Melb C)</li> </ul>	Being Reviewed.
8	Rostering and work arrangements	<ul style="list-style-type: none"> <li>Roster our 28 days in advance not 7 days (Brisbane)</li> <li>Provide access outside work hours to roster and leave systems in Mel CC (Melb C)</li> </ul>	Rejected.  Rejected.
9	Guaranteed right to request flexible hours		Will look at altering policy to broaden employees who can make request.
10	Flexibility after returning from parental leave		Further information requested.
11	Family violence leave		Rejected, personal leave is available.
<b>3. Workplace Rights</b>			<b>4.</b>
12	Union notice board		Rejected.
13	Consultation and dispute resolution procedure		Requested examples where procedure needs improving.
14	Union delegates rights		Rejected.
<b>5. Superannuation Allowances and Other Benefits</b>			<b>6.</b>
15	Superannuation		Rejected, will absorb 0.25% increases to SGC.
16	Staff travel benefits	<ul style="list-style-type: none"> <li>Business class travel with nominated</li> </ul>	Rejected.

No	ASU Claims	Specifics	Status @ 26 <sup>th</sup> Nov.
		travel companion (Syd T) <ul style="list-style-type: none"> <li>• CUPC for staff and one travelling party member (Syd T)</li> <li>• Travel partner in lieu of spouse or defacto (Brisbane)</li> <li>• Travel benefits for retired part time staff (Brisbane) (Syd A)</li> <li>• Upgrade options for grade 6 and 7 same as grade 8 (Melb C)</li> </ul>	
17	Morning shift loading - 20%	<ul style="list-style-type: none"> <li>• Increase shifts from 1800 – 0400 to 24% (Syd A)</li> </ul>	Rejected.
18	Fortnightly pay and payroll	<ul style="list-style-type: none"> <li>• Ability to nominate separate a/cs for payroll (Syd A)</li> <li>• Put sick leave and annual leave entitlements on pay slips (Mel C)</li> </ul>	Rejected.
19	Pay rise – 5% and on merit increase etc. plus increases in allowances	<ul style="list-style-type: none"> <li>• CPI of 5% p.a. and on merit and profit share (Syd A)</li> <li>• Increase laundry allowance to \$100 per month (Syd A)</li> <li>• Uniform allowance – flat rate for everyone (Brisbane)</li> </ul>	Not Agreed  1.5% fixed each year for 'Good'.  3% if in upper part of 'Good'.
20	Redundancy	<ul style="list-style-type: none"> <li>• No cap on redundancy pay (Brisbane)</li> <li>• The home pay not base pay for calculation (Syd A)</li> </ul>	Rejected.
21	Salary bands	<ul style="list-style-type: none"> <li>• Make bands between grades smaller so new person on higher grade not paid less than someone on lower grade who has been there longer (Brisbane)</li> <li>• If reach top of grade – one off firm ticket equivalent to pay</li> </ul>	Rejected.

No	ASU Claims	Specifics	Status @ 26 <sup>th</sup> Nov.
		rating/time off in lieu (Syd A)	
22	Transition to retirement		Rejected.
23	Use of unused sick leave days	<ul style="list-style-type: none"> <li>Convert some sick leave to personal days without certificate (Melb C)</li> </ul>	Rejected.
24	Current merit pay system	<ul style="list-style-type: none"> <li>PM – management needs refresher training so process better (Syd T)</li> <li>More variation in merit increases – everyone gets average (Brisbane)</li> <li>Review and change PM system – to be fairer and indicative of staff performance (Syd A)</li> </ul>	Reject.
25	Duty travel	<ul style="list-style-type: none"> <li>Per diem payments and overall rates</li> </ul>	Rejected.
26	Overtime or time off in lieu (TOIL) for additional hours worked	<ul style="list-style-type: none"> <li>RDO for working extra 24 mins per day.</li> </ul>	Rejected.
27	Annual leave	<ul style="list-style-type: none"> <li>Pro rata leave loading when move from day to shift worker (vice versa) – Melb C</li> </ul>	Rejected.
28	Duty travel on non-work days		Rejected.
29	Shift work rosters, adequate breaks between shifts, fatigue	<ul style="list-style-type: none"> <li>Reduce break time to 7 or 8 hours (Syd A)</li> <li>Work 9 shifts in row not 6 (Syd A)</li> </ul>	Rejected.
30	Shift work penalty rates and TOIL provisions	<ul style="list-style-type: none"> <li>Change 72 hrs. banked provision – payout at 6 mths not lose (Syd T)</li> <li>DIL should not be arbitrarily used first for next vacation period (Brisbane)</li> <li>TOIL taken at any time delete to be taken with annual leave (Syd A)</li> </ul> <p>No expiration date on TOIL (Syd A)</p>	Rejected.
31	Accommodation arrangements		Rejected.
32	Length of agreement to be determined		Agreed, 3 years
33	Classifications	<ul style="list-style-type: none"> <li>Hay job analysis to be done on some roles (Syd T)</li> </ul>	Rejected.

No	ASU Claims	Specifics	Status @ 26 <sup>th</sup> Nov.
		<ul style="list-style-type: none"> <li>Reclassification grade 7 as operational role to access overtime (Syd T)</li> </ul>	
34	48/52	<ul style="list-style-type: none"> <li>Purchase extra leave scheme (Syd T)</li> </ul>	Rejected.
35	Part time hours	<ul style="list-style-type: none"> <li>Should not have min. work hours defined (not min rostered hours) as cannot swap shifts below the min 7.5 hours per week (Brisbane)</li> </ul>	Rejected.
36	Long service leave	<ul style="list-style-type: none"> <li>Continuous service in Aust. and NZ should be converted to LSL (Brisbane)</li> <li>Allow LSL at half pay (Syd A)</li> <li>Allow 1 week blocks of LSL (Melb C)</li> <li>LSL exclusion of public holidays (Melb C)</li> </ul>	Rejected.
37	Overtime	<ul style="list-style-type: none"> <li>Part time should be paid overtime if work on RDO (Brisbane) EK07 acting in operational roles get O/T as well as TOIL.</li> </ul>	Rejected.
38	Training	<ul style="list-style-type: none"> <li>Pay at planned rostered hours with penalty (Brisbane)</li> <li>Pay on travel time and shift allowance (Syd A)</li> <li>More flexibility re training – online (Syd A)</li> </ul>	Rejected.
39	Personal Leave	<ul style="list-style-type: none"> <li>Increase compassionate leave for immediate family from 2 days (Syd A)</li> <li>Allow access to annual leave for extended sick leave instances (Melb C)</li> </ul>	Rejected.