



## Emirates Airlines 2013 EBA set to go for a Vote – members must vote NO

Following negotiations last Tuesday 14<sup>th</sup> and Wednesday 15<sup>th</sup> January Emirates management indicated that it was now the intention to put the draft EBA out for employees to vote on.

The Emirates proposed EBA is not one that the ASU/ALAEA can support, and the ASU advises that unless the current offer is much improved members must vote NO for a better deal.

### Emirates' claims

Following the negotiations Emirates management undertook to finalise the Emirates offer in writing. The Bargaining Representatives are yet to be provided management's final offer *but* Emirates offer at the close of the meeting on the 15<sup>th</sup> January included:

- Wage increases 2.5% each year for the next three years;
- Top of pay scales to move by 2.5% each year;
- Leave loading to be annualised and paid monthly;
- Redundancy – increased to 42 weeks from 40 weeks (the national negotiating team believe it should be increased to 46 weeks);
- Double shifts for part time staff - 2 shifts in one day min 4hrs max 6hrs → no minimum ten hour break between shifts;
- Engineers:- 5 hours duty travel each way on domestic flights;
- Engineers:- 12 hours duty travel each way on international flights;
- Fixed allowance increases for the life of the agreement, i.e. not indexed.

Wage increases of just 2.5% a year are not acceptable when Emirates announced in November 2013 that net profit for the Group rose to AED 2.2 billion (US\$ 600 million) an increase of 4% over the last year's results.

This profit increase is on the back of your hard work and 2.5% increases per year just does not cut it as fair reward for your efforts.

Double shifts are split shifts by another name. Emirates management claim that the shifts will only apply in Perth, but once they are introduced into the EBA split shifts can be applied at other ports. Imagine coming to work for four hours, then sitting around, *unpaid*, outside your workplace for another four hours with nothing to do before being required to work another four hours. Saying NO sends a strong message to management that split shifts are not acceptable now or ever.

Unless there is a substantial improvement in the offer from the last meeting the ASU/ALAEA advise members to vote NO.

### What's next?

Management said they expected to issue their proposed EBA to employees around the 10<sup>th</sup> February for voting to commence after the 17<sup>th</sup> February. Management believed that the polling would be conducted the same way as the previous votes.

### Need further information?

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

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