



## Emirates EBA Still Not Right - VOTE NO

Emirates employees will now have the Enterprise Agreement for voting on from the 12<sup>th</sup> to 18<sup>th</sup> September 2014. The ASU/ALAEA understands that while the voting process has not gone as smoothly as it should have it is of the utmost importance that the proposed enterprise agreement is scrutinised, and the pitfalls and shortfalls of the EBA are explained to our members. This proposed Agreement does not stand up to scrutiny and therefore the ASU/ALAEA advises our members to Vote No.

This EBA could not be endorsed by the ASU/ALAEA in June, and it cannot be endorsed now, because Emirates employees deserve better.

### Have things improved since June?

No they have not, in fact changes to superannuation law mean you will likely be in a worse position. This is because when you voted down the EBA in June your superannuation rate was legislated to increase from 1 July 2014 to 9.5% (from 9.25%), and from 1 July 2015 to 10%, and from 1 July 2016 to 10.5 %. New laws last month mean the SG rate will now remain at 9.5% until June 2019. So when these EBA negotiations were occurring, superannuation was legislated to increase and Emirates could say that potential pay increases were absorbed by an increasing superannuation rate. The superannuation increase is no more, yet the EBA increases in 2016 is still 2.5%. The ASU/ALAEA believe that now it is the time to increase pay rates by 3% in 2016.

The proposed EBA still burdens employees with:

- Split / Double Shifts:- Clause 12.5.4 says: *Subject to operational requirements, part-time employees may be rostered to work 2 (two) shifts in a 24 hour period by majority agreement. The duration of each shift will be a minimum of 4 hours and a maximum of 6 hours;*
- No paid breaks for employees in the contact centre; and
- Guaranteed Pay Rises that will likely be just above or even less than inflation.

### What does all this mean?

The ASU/ALAEA recommend members vote NO. This reheated EBA still leaves employees cold.

### Further information?

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

Branch	Contact	Mobile
NSW US	Clare Raffan	0417 177 266
QLD	Jo Justo	1800 177 244
SA	Darryl Anthony	0418 940 648
VIC	Imogen Sturni	0433 339 656
WA	Jennifer Greeney	0427 007 166
ALAEA	Noel Speers	02 9554 9399

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Authorised and published/printed by Linda White, Acting National Secretary Australian Services Union, and Stephen Purvins, Federal Secretary,

Ground floor, 116 Queensberry Street, Carlton South, Victoria, 3053, Australia

