

Fair Work Commission Approves EBA 5

We are pleased to advise that the Fair Work Commission approved ASU / Jetstar EBA 5 on 21st April 2015.

EBA 5 delivers some important improvements to ASU members:

- 30 month EBA expiring on 30th September 2017.
- 3 % p.a. from first pay period on or after 1 April 2015, 1 April 2016 and 1 April 2017 (nb last payrise covers period to 31/3/2018)
- Increases in allowances by 3% with each pay rise – i.e Meal Allowance, first aid allowance, buddy training allowance, foreign language allowance.
- Increased minimum engagement of part-time employees to 25 in Large ports & 20 in small ports (Still ability to work less hours than minimum by agreement)
- 23 Conversions for part-time workers to full-time – 7 in Sydney, 5 in Melbourne (in addition to the previous 26 conversions) , 2 in Gold Coast, 5 in Adelaide
- Full time positions to be vacancy controlled
- Job security – ensured that they can't use EGH (or QGS) to do your work
- Improved redundancy provisions with the obligation to mitigate (QF clause) and provide services
- New detailed classification structure based on the Award
- Reclassification of positions – Customer Recovery Officer from level 4 to level 5
- New Team Leader position – level 7 – operates in addition to PSMs at airports
- New Buddy Training Allowance
- New weekly allowance for those required to speak a foreign language
- New yearly payment for those not required to speak a foreign language however they have a second language
- Baggage Commission Scheme now detailed in side letter with agreement to consult with ASU if there is a decision to change system
- Improved access to LSL, clarification on how its calculated and now available for 7 day periods
- Individuals back-paid that had already accessed LSL
- Payroll Committee continues and have been instrumental in the introduction of a new payroll system and provider within 12 months – ASU at forefront of pushing for change;
- No ASU covered staff are losing leave or money as a result of the second payroll review process

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- Enabling clauses put in EBA to allow changes to annual leave and sick leave clauses to allow new method of accruing/debiting – only to occur with ASU consultation and express agreement
- Rostering consultation both nationally and locally
- New clause 33.3.10 about rostering changes (Where an employer proposes to change an employee's regular roster or ordinary hours of work, the employer must consult with the employee or employees affected and their representatives, if any, about the proposed change.)
- Fairer Public Holiday penalty rates will now be paid when Christmas day is on a weekend (an additional 50% loading i.e. Saturday – double time, Sunday – double time and half)
- Limited the number of days that can be rostered in a row to 6 days
- Higher duties – now paid for whole shift regardless of how many hours worked
- Fixed Night shift clause to remove ambiguity about when higher allowance is payable
- Permanent Night Shift Clause added
- Addition of continuous afternoon and night shift clause
- Provides for Company paid Transport after overtime in some circumstances
- Family violence leave and support services- agreed to implement a QF Group wide policy in conjunction with ASU
- Fixed wording re 48 hours roster notice “and/or” and confirmation about what mutual agreement means in side letter – which means if the company calls you to change your shift within 48 hours they have to pay you, can't say that you mutually agreed anymore and only pay you normal time
- Fixed clauses for NES compliance
- Deleted junior rates
- Quarterly ASU National Delegates' meeting continues

What happens next?

The agreement will come into force on the 28th April 2015.

The next pay day for staff covered by this agreement is 1 May 2015 covering the pay period 11 April 2015 – 24 April 2015. The pay rise will be effective on 25th April 2015 however back pay for the period 1 April 2015 – to 24 April 2015 can only be processed after 30 April 2015. Jetstar expects to do a mini pay run for this on 8th May 2015.

Got any questions

If you want more information contact your local organiser or delegate or the National Negotiating Team.

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