

united

for a **BETTER FUTURE**

ASU-QF-EBA11



23 November 2016

# Today the Fair Work Commission approved ASU/Qantas EBA 11

**We are pleased to advise that today the Fair Work Commission approved the ASU/ Qantas EBA 11. This is a day to celebrate again the achievements of ASU members in negotiating some ground breaking new conditions at Qantas.**

We believe that EBA 11 delivers some important improvements to ASU members:

- 10 Days Domestic and Family violence leave in ASU EBA
- 12 weeks paid parental leave, plus 2 weeks salary to be paid into superannuation unless an employee elects to receive that 2 weeks' pay as additional parental leave (brings total to 14 weeks paid parental leave in addition to Federal Govt. Scheme)
- 5% bonus current on base rate of pay
- Additional bonus of \$3000 for full time employees
- Additional bonus of \$2500 to part time employees
- 1.5% pay increase with effect from the first full pay period on or after 1 January 2018
- 3% pay increase with effect from the first full pay period on or after 1 July 2018
- 3% pay increase with effect from the first full pay period on or after 1 July 2019
- Ceasing of capping of part time hours effective from 1 September 2016
- A range of part time to full time conversions at airports within 3 months of today
- More opportunities to transfer to part time as part of a transition to retirement
- Employees who are part time, Jobshare, FWAs or have done a full time secondment with accumulated 20th days will also be able to cash out all 20th days
- New agreement principles will apply when the company considers applications for flexible work agreements
- New job share opportunities while protecting existing arrangements
- Job security commitments for Hobart Contact Centre
- Qantas letter committing to no use of QGS/Qantas Ground Handling Subsidiaries in all ASU covered positions for life of agreement plus 3 months
- SPGs changes including salary adjustment for PP&R score of 3 and Working group to discuss criteria used to determine PP&R scores.

And much much more.....

**Join now**



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This EBA shows why it pays to be a union member – without our collective effort we could not have achieved these significant breakthroughs at Qantas.

### What happens next?

The agreement will come into force on the 30<sup>th</sup> November 2016.

Qantas have advised the ASU that the bonuses will be paid as follows:

- 5% bonus paid on 30<sup>th</sup> November 2016
- Normal pay week 7<sup>th</sup> December 2016
- \$2500 or \$3000 bonus paid on 14 December 2016

### Got any questions?

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

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