



National Airlines Division

A.S.U. in AIRLINES

Australian Services Union ■ National Airlines Division Bulletin

Singapore Airlines Ltd

15 February 2013

Negotiations stall as management hits the road

On Wednesday, 13 February 2013, negotiations for your new agreement reached a standstill. Unfortunately despite the best efforts of your union and the employee representatives to progress negotiations, the management negotiating team would not budge from their position of 2.5% a year for a two year agreement, instead preferring to launch another round of road shows to sell their offer.

The log of claims now:

| Claim | ASU | ENT | MNT Response |
|---|---------------|------------------------------|-----------------------------------|
| Wage increase each | 5.5% | 5% (altered from 5.5%) | 2.5% |
| Superannuation | 1% above SGC | 1% above SGC | SGC Level only |
| Exceed and Far Exceed Appraisal Bonus rating re staff members paid at the top of pay bands. | Yes | Yes | No |
| Sick Leave / Long Service Leave balances to be displayed on payslips. | Yes | Yes | Sick Leave – No LSL - possible |
| Term of Agreement. | Three Years | Three Years (altered from 4) | Two Years |
| Non certified sick leave to be increased from 4 days to 6 days. | Yes | Yes | No |
| Review all job classifications | Yes | Not pursued | Can already do this |
| Family Domestic Violence Clause | Yes | Not a claim | MNT yet to respond |
| Training Allowance for staff when training new staff members (Buddy Allowance) | Yes | Removed | No |
| First Aid Allowance for first aid qualified staff. | Yes (@ 1.68%) | Removed | No |
| Two weeks parental leave accessed from personal leave. | Yes | Yes | MNT will respond |
| Three weeks concurrent parental leave at ordinary rate of pay. | Yes | Not a claim | Yet to respond |
| Employees travelling for training / meetings to receive TIL for time spent travelling, with the process for accessing TIL to be clarified in the EBA. | Yes | Yes | No |
| Classification bands to be consistent with the Airline Operations Ground Staff Award and other industry carriers. | Yes | Yes | Already do this |

The ASU is working with the employee negotiating team (ENT) to get the best possible outcome for all employees. The ASU log and the ENT log share a number of common claims reflecting the terms and conditions that employees want to have in their next Agreement.

The Next Steps

Singapore Management declined to set a date for the next negotiations, instead management intends to spend March, visiting each port to sell their offer. This is your chance to directly respond to management and tell them the offer is not good enough and does not recognise the work you do. It seems likely the EBA will be issued for a vote shortly after the road show so you need to make it clear to management that their offer is not good enough and send them back to the table to negotiate a fair agreement.

The reduction in the 1% differential over the superannuation guarantee change that management is proposing as superannuation rises to 10% superannuation is just unfair. The fact is that other airlines offer 9% currently, but when they increase superannuation to 10% as the new laws come into force your Singapore Airlines pay deal will be worse in comparison to other international carriers.

Who to Contact

Your local organiser will be visiting your port during the week beginning Monday 25 February 2013. Their contact details are:

| Name | Location | Phone |
|----------------|----------|--------------|
| Patrick Bates | NSW | 0431 295 605 |
| Kim Wright | QLD | 1800 177 244 |
| Darryl Anthony | SA | 0418 940 648 |
| Matt Norrey | VIC | 0407 873 050 |
| Raechel Smith | WA | 0417 969 767 |

www.asu.asn.au/airlines

Authorised & Printed/Published by:
Linda White ASU Assistant National Secretary
116 Queensberry Street, Carlton South VIC 3053
E-mail: airlines@asu.asn.au
Tel: 03 9342 1400