



## Bargaining representatives join together to serve a joint log of claims for the next EBA

On Wednesday 24th and Thursday 25th July 2019, the union representatives for the ASU and ALAEA and Emirates bargaining representatives met to discuss your claims for the Emirates Enterprise Agreement 2020. We discussed each other's claims and agreed to work together to make one set of common claims. Our claims include:

- a fair wage increase for all employees
- an increased redundancy package
- provisions to ensure fair treatment and consultation

A copy of the *EK EBA-2020: Joint Log of Claims of all bargaining representatives* served on the company last Thursday, is attached to this bulletin.

### What next?

We will keep you informed about the progress of our claims after the next round of meetings.

Due to management travel arrangements, the next EBA meeting with Emirates is Friday 16 August 2019.

### What can you do?

- Make sure you commit to the EBA campaign. See your local ASU representative or Union Organiser.
- Make sure that your current contact details are up to date with the ASU. Contact your ASU Organiser.
- If you are not an ASU member – now is the time to join – you can do this on line at <https://www.asu.asn.au/asujoin>

### A better deal brought to you by ASU membership

If you are not already a member, it's time to join the ASU! Join online at <https://www.asu.asn.au/asujoin>

For more information please contact your local ASU organiser or delegate.

#### ASU Organisers:

Branch	Official	Contact
VIC PS	Imogen Sturni	0433 339 656
QLD Together	Billy Colless	0419 736 886
NSW US	Thomas Russell	0419 761 320
SA&NT	Scott McFarlane	0426 291 572
WA	Rebecca Gillis	0417 969 502





# EK EBA-2020: Joint Log of Claims (all bargaining representatives)

1. Maintain in Emirates Enterprise Agreement 2020 (EBA-2020), all existing conditions from 2017 unless improved
2. Ensure that all Undertakings in Emirates Enterprise Agreement 2017 (EBA-2017) are incorporated into EBA-2020
3. Ensure that relevant conditions in EBA-2020 are the same or better than the clauses in the Airline Operations – Ground Staff award 2010 (AOGSA) and the National Employment Standards (NES):
  - Better consultation with staff about changes at work
  - Clear dispute settlement procedure (DSP)
4. No outsourcing of jobs for the life of the agreement
5. 3 year Agreement with a nominal expiry date of 31 December 2022.
6. Substantial increase Redundancy entitlements
7. Implement a fairer and more transparent classification structure including classification of jobs in accordance with the skills required to perform the work
8. Increase the amount payable at the maximum of the salary scale
9. 4% per annum fixed wage increase to apply from 1 January 2020, 1 January 2021 and 1 January 2022
10. Increase Agreement allowances for all-purposes by the fixed wage increase and ensure that no employee is out of pocket incurring work related expenses
11. Ensure the correct application of the Engineering License pay allowance and increase the allowance to \$280 per sub license per month
12. Review the merit bonus pool
13. Implement measures to ensure a fairer system for allocating and accessing leave, including annual leave (AL), long service leave (LSL) and Family and Domestic Violence Leave (FDVL):
  - Provide a notice period of 90 days to apply when the employer directs the employee to take AL to reduce their excess AL balance
  - Increase notice period for the employer to direct the employee to take LSL from 90 to 120 days
  - Provide that AL loading be restored so that it is payable to all employees covered by EBA-2020
  - Require a response to AL applications within 10 days of lodgement of the application
  - Adopt the modern award provisions for FDVL
14. Improve overtime conditions so that all employees currently ineligible for overtime payments have the option to take either paid overtime or TOIL
15. Any other claims that arise during bargaining