

The ball is in the company's court

Your ASU Qantas Holidays National Negotiating Team met with the company representatives in Melbourne on 8 August 2013. On top of our list was discussing the feedback we had from the membership meetings that had already been held.

What did we discuss?

We have told the company that members will not agree to their claims to:

- Introduce a minimum time for overtime
- Provide an automatic cashout of 20th days to all staff
- Change the personal leave accrual
- Remove days in lieu accrual for shift workers.

We have indicated that we can agree to:

- Payment by cheque for wages
- Confirming Qantas policies are those as at EBA 1
- 20th day automatic cashout for new staff converting from full time to part time.

We also continued to discuss our claims that the company had rejected We focused on:

- Ensuring realistic KPIs are set (claim 5)
- Improved access to annual leave (claim 9)

- SPGs – review of salary progression (claim 17)
- Increase in superannuation (claim 20)
- Our pay increase (claim 18).

The company has not moved on any of these claims so far and their reps said they were going back to discuss the issues we raised internally.

The company did also table a clause about the purchase of additional annual leave (claim 12) which we are considering.

What next?

Our next meeting is scheduled for 18th September 2013, by which time we hope that the company has a position on what we put.

Want more information?

Contact your local ASU local Organiser.

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Qantas Holidays Responses to ASU Claims – As at 8th August 2013

NO	ASU Claim	QH Response
1. Fairness and Job Security		
1.	Maintain in EBA 2 all existing EBA 1 conditions unless improved	Discussing
2.	Continue all side letters dealing with matters relating to EBA 1 in EBA 2 including staff travel and policy commitments	Discussing
3.	Ensure all vacant full time roles/lines are filled	Reject
4.	Ensure that any ambiguity in any EBA clauses is removed	Discussing
5.	Ensure realistic KPIs are set in consultation with staff	Reject
6.	Ensure current classification levels reflect the jobs being performed	ASU still to table
7.	Ensure staff who apply internally for new positions with JTG maintain status and benefits under Qantas holidays EBA	Discussing
2. Work Life Balance		
8.	Improve access and ability to utilize long service leave entitlements	Reject
9.	Provide improved access to annual leave	Reject
10.	Provide family violence leave and support services and work with ASU on implementation	Discussing
11.	Increase bereavement leave to 1 week and expand scope of application	Reject
12.	Introduce 48/52 – purchase of annual leave	Discussing introducing policy
13.	Introduce transition to retirement	Discussing
14.	Provide for the recrediting of annual leave if a person falls sick while on annual leave (N.B. clause 41.9 discretion not exercised)	Discussing – wording from NES
15.	Ensure fair and transparent rostering systems and greater consultation around changes to rosters and more notice of changes	Reject
3. SPGs		
16.	Allow SPs to buy back RDOs	Reject
17.	Review the use of salary progression clause 69	Reject
4. Fairness Wage and Super Outcome		
18.	5% pay increase per annum	Awaiting Response
19.	Increase EBA allowances for either CPI or the wage increase as appropriate	Awaiting Response
20.	Increase the company superannuation contribution to 15% and include this provision in the EBA	Reject
21.	Length of EBA to be determined	Discussing