



# A•S•U *in* AIRLINES

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## At AaE – the answer is NO

That is what the company has said to the majority of our claims at the latest EBA meeting with AaE on 22 July 2004.

The update on the negotiation is:

Claim	Result
Abolish Off Airport EBA	<b>Reject</b>
5% p.a. payrise	<b>Reject</b> – Offer 3%
Pay Health Insurance	<b>Reject</b> – No benefit to company but will examine possibility of negotiating reduced rates and report back
Consistent Superannuation	<b>Reject</b> – No one else pays more than 9%, didn't need to consult and agree on changes to reduce superannuation in On Airport EBA
Paid union meetings	<b>Reject</b> – Won't put in EBA
No contracting out/outsourcing	<b>Reject</b> – No plans at present
Temporary jobs limitation	<b>Reject</b> – Only employ 32 temps, not going to limit
Proper breaks	<b>Reject</b> – Deny problem, will checkout Sydney Domestic problems
Improve rostering & access to leave	<b>Reject</b> – Deny problem, will checkout Sydney Domestic problems
14 weeks parental leave	<b>Reject</b> – Will agree to AIRC test case changes to bereavement leave and carers leave
Classification Structure Changes	Will meet with committee of 3 delegates in next 2 weeks
Half yearly briefings	Still considering – reluctant to include in EBA
Inductions for new staff	Say this is occurring and that union included – we have no evidence of this

### What are the test case changes?

The ACTU has initiated a Family Leave Case to improve access to various types of personal leave in Federal Awards. This case is continuing and may not be concluded until early 2005 but agreement on some issues has been achieved.

The agreement is in relation to:

- Make the entitlement to bereavement leave a separate 3 days entitlement for each occasion of the death of an immediate family member which is not taken out of sick leave
- Create 2 days unpaid carers leave for casuals
- Increase carers leave entitlements out of sick leave from 5 days to 10 days per year

The company is proposing to agree to these changes and also they are suggesting they will further discuss the definition of carers leave and how it can be improved and extended. While these are important achievements our claim for parental leave cannot be regarded as satisfied by these concessions.



## **Off Airport EBA**

At our meeting the company were suggesting that the Off Airport EBA was not being negotiated with your National Negotiating Team. This is the first time this issue has been raised. We have requested clarification of this assertion.

We have drawn the company's attention to the fact that our claim has been endorsed by both Off Airport and On Airport staff and that we were negotiating this EBA as well and this is how we did it last year. This is a matter of real concern and we will be talking to Off Airport staff about this development.

## **Notice of Initiation of Bargaining Period.**

Although our EBAs have expired with AaE as on 30 June 2004 they continue to apply until we negotiate a new agreement. We are about to lodge a Notice of Initiation of Bargaining Period which allows us to take legal "protected industrial action" if our negotiations reach a stalemate with AaE.

As always no decision will be taken to engage in industrial action without consultation with our members but if such a decision is made our notice must have been served at least 7 days before the action.

Your National Negotiating Team believe it is important to make sure the notice is lodged with the Commission and the company to ensure we have all options legally available.

## **Next meeting**

The next meeting with the company is scheduled for Thursday 5 August 2004. For more details on the EBA contact your local ASU delegate or a National Negotiating Team member.

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