



National Airlines Division

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# A.S.U in AIRLINES

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Singapore Airlines Ltd

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## Management Wage Offer Not Good Enough

On Monday 15<sup>th</sup>, SQ management amended their offer to a 2.9% increase per year but still intends to absorb your additional 1% super as the legal minimum increases. Is this good enough?

**The ASU wants to hear from all SQ staff and have prepared a very short survey to find out what you think. It can be accessed here:**

<http://www.surveymonkey.com/s/Singapore2013>

The ASU believes the wage increases originally proposed by ASU members, 5.5% per year for a three year Agreement is fair and reasonable. Members have also questioned why you should give up your 1% additional super.

If you keep this 1% differential, by 1 July 2019 the Company contribution to superannuation would be 13%. Super experts say that to have a comfortable retirement you should be putting between 12 % and 15% of your salary into superannuation – if we accept this cut we will be going backwards and undermining what we gained in the past.

Management has also said that back pay is contingent on agreement by April 30. For someone at Band C, this equates to approximately \$120, is this enough to accept an inferior agreement?

The employee negotiating team have amended their claim to 3.5% in the first year, and 3.0% in the second year but it is expected they will agree to management's offer this Friday, 19<sup>th</sup> April. The below tables show the differences in the claims.

Period	Super guarantee rate (charge percentage)	ASU	ENT	MNT
30 June 2013	9%	10%	10%	10%
1 July 2013 - 30 June 2014	9.25%	10.25%	10.25%	10%
1 July 2014 - 30 June 2015	9.5%	10.5%	10.5%	10%
1 July 2015 - 30 June 2016	10%	11%	11%	?%

The management offer of 2.9% x 2.9% needs to be seen in the context of the loss of the 1% superannuation differential. The ASU believes this is unfair when wages and conditions are compared across international carriers. The respective wages and superannuation claims are:

Claim	ASU	ENT	MNT Response
Wage increase First Year	5.5%	3.5%	2.9%
Wage increase Second Year	5.5%	3.0%	2.9%
Wage increase Third Year	5.5%	Two Year Agreement	Two Year Agreement
Superannuation	1% above SGC	1% above SGC	Current 1% above SGC absorbed as rate increases.

**For more information contact your ASU organiser:**

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