

A.S.U *in* AIRLINES

Australian Services Union • National Airlines Division Bulletin

Air Niugini – Bulletin 4

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Air Niugini – the company that takes it away!

Negotiations at Air Niugini for a new collective agreement have hit an all time low with management continuing to put an offer to employees that not only reduces their conditions but applies a wage increase that is much lower than the current cost of living.

What have employees had to say so far in response:

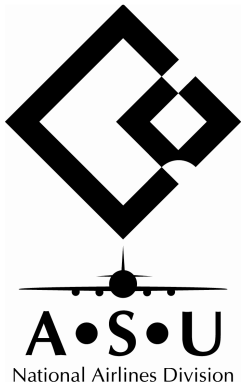
- It's insulting!
- It's not fair!
- We deserve better than that!
- I thought this was a negotiation for a better agreement not making it worse!
- No!

Just to recap on what management are offering:

- Convert voluntary overtime on Saturdays to ordinary hours – forcing employees to work and lose overtime rates.
- Extend the time on overtime before you get paid for a meal break from one hour to two hours.
- Removing the district allowance.
- Wage offer – 2% year 1, 2% year 2 and 2.5% year 3. The current cost of living is 3.1%.

Your claims and what management have to say:

ASU CLAIMS	AIR NIUGINI RESPONSE
Classification Structure Inclusion of Bands/Increments – including definitions on progression.	Under consideration
Wages - 5 % pay increase per annum paid from 1 July 2011	Year 1 – 2% Year 2 – 2% Year 3 – 2.5%
Allowances	
Wage related allowances to be increased by 5% from 1 July 2011, 2012 & 2013 and to be paid on the first pay period following the 1 July each year.	No
Expense related allowances to increase by CPI on first full pay period on or after 1 July 2011, 2012 & 2013.	No



Parental Leave 14 weeks paid Parental Leave for primary parents and 4 weeks paid for secondary parents. Link the Government paid scheme by topping up wages, accruing leave and paying superannuation.	No
Personal/Carer's Leave The taking of sick leave in accordance with National Employment Standard – including notice periods and removing from the agreement ' <i>Nothing in this clause limits the employer's right under Evidence Supporting Claim</i> '.	Under consideration
Superannuation Employer contribution to superannuation of 15 % with a safety net of employer contribution to be at all times at least 1 % higher than the Government Super Guarantee.	No
Delegates Rights Delegates Training – increase to 5 days.	No
Professional Development That Air Niugini will pay and provide access to professional development for all staff.	No
General Provisions	
Address any issues not related to bargaining but require correction.	Under consideration
Annual Leave over Band D	Under consideration
Shift Calculations on maximum of band not minimum	Under consideration

Meetings have been or are currently being held in your workplace. Contact your local ASU organiser for more details:

ASU Branch Contacts

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