



A•S•U *in* AIRLINES

Australian Services Union ■ National Airlines Division Bulletin

Singapore EBA

17 May 2013

We recommend a NO vote for Singapore Airlines EBA

Singapore Airlines is reissuing the 2013 draft EBA for a new vote and the ASU recommends that staff vote NO because we do not believe the proposal is good enough.

Why is there a revote?

In the final week leading up to the issue of the draft EBA for voting an incorrect email address was used by the company to advise the ASU Bargaining Representative about voting details, and this meant important information about the voting process was not received by the ASU.

The Fair Work Act that governs the approval and registration of your EBA also sets out a process for negotiating an EBA. The ASU has been bargaining for EBAs in the airline industry for a long time, and the ASU always approaches bargaining genuinely with the goal of reaching a mutually beneficial EBA.

While the ASU understands that the incorrect email address was an honest mistake, it ultimately meant ASU members were not able to be informed by their Union, their bargaining representative, of the ASU's assessment of Singapore Airlines' offer for the next two years. The company admits their error and their obligations and so has restarted the consideration and voting process.

Why you should vote NO

The ASU believes that the Singapore Airlines offer could, and should, be better, considerably better for hard working employees.

Singapore Airlines are offering 2.9% wage increases per year over the next two years. The ASU believes the wage increases should be closer, much much closer to the 5.5% wage increases endorsed by ASU members in the ASU log of claims. Singapore Airlines is a successful business and employees are entitled to share in the

profits that would not be generated without their hard work.

The biggest disappointment with the EBA is that the 1% differential in your EBA compared to the federal government's guaranteed minimum superannuation payment will now be absorbed as the minimum level of superannuation rises to 10%. This means that Singapore Airlines employees salary package will no longer have that bit extra compared to other overseas carriers and to the ASU it just seems plain unfair.

You need to tell Singapore management how you feel about this agreement, including the loss of the 1% superannuation differential. When you are asked to vote for this agreement, you should vote and you should vote **NO**.

What happens if there is a "NO" vote?

If there is a majority NO of the employees' vote then the proposed Agreement will not be approved. The current Agreement then remains in place so you still have this protection. And you have the opportunity to improve on the draft agreement before voting on it again.

Our experience is that when staff vote "NO" companies improve their offers including in the past at Singapore Airlines.

We think a NO vote sends a clear message that we want a better deal.

ASU State Contacts

If you want more information contact your local ASU delegate or organiser.

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