



A•S•U *in* AIRLINES

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Aero-Care Collective Agreement 2011

The 2011 Aero-Care Agreement that you voted on late last year was lodged at Fair Work Australia on the 23rd December 2011. Fair Work Australia will now decide on Tuesday 24 January whether to approve the Agreement. The ASU believes it is essential that employees at Aero-Care have an Agreement and that this Agreement must meet all the legal requirements, giving employees fair pay and fair hours of work.

We think that the 2011 Aero-Care Agreement does not meet the minimum legal standards required by Fair Work Australia. We have written to Fair Work Australia saying that the Agreement can be improved and that Aero-Care employees deserve better conditions.

Problems with the Agreement

We believe that you were not given enough time between getting your notice about bargaining for the Agreement and actually voting on the Agreement. The Fair Work laws say that there must be at least 21 days between this notice and the vote. We have written to Fair Work Australia and Aero-Care to say that we think the Fair Work Act has not been complied with. It is imperative to get the Agreement correctly approved now so the 2011 Agreement protects your wages and conditions for the next four years. We believe Fair Work Australia will make the correct decision and we will support what Fair Work Australia decides.

We anticipate Fair Work Australia will say another vote should take place. This is irritating for you but the responsibility for this happening lies with the people who organised the Agreement process. And having a new vote gives you a chance to improve conditions in the Agreement, this is where the ASU can help.

What about the Agreement itself?

The 2011 Agreement is flawed because:

- The small pay rise is not fair. Where in the Agreement are the allowances and penalties you get in the Award?;

- Full time employees are required to work minimum 42 hours per week, not 38 as in the Award;
- The classification structure bundles customer service, ramp roles etc. into one classification so effectively your work value is not recognised as you grow your skills and experience, this hardly seems fair;
- The casual rate of pay does not have the 25% loading in the Award;
- The Agreement has a minimum 3 hour engagement, the Award has 4;
- The Agreement can force you to take an unpaid 3 hour break, in effect allowing a split shift;
- There is no stand by allowance; and
- The Dispute Resolution Procedure doesn't even allow you to have a family member to support you.

We think the 2011 Agreement should improve other conditions including your long service leave, higher duties, and consultation rights.

What can you do?

ASU organisers want to meet with you to talk about the Agreement and how to improve it.

You can contact your state organiser on the numbers below or ring your state branch.

ASU ORGANISERS		
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