



Your Agreement is Ready to Vote On

Your Agreement, the Sunstate Airlines (Qld) Pty Ltd and Australian Services Union Enterprise Agreement 2011 is ready for you to consider and to vote on.

QantasLink management have provided all employees covered by the Agreement electronic copies of both the Agreement and advice on how voting will take place.

You need to carefully read the Agreement.

There are a number of improved conditions in the Agreement which include:

- Dry cleaning allowance increased to \$45 per month.
- Buddy training allowance increased to \$12.67 back dated to July 2011 plus a further 3% in July 2012.
- Introduction of a first aid allowance.
- Paid maternity leave increased to 12 weeks (Qantas policy).
- Higher duties to be paid for all hours worked.
- Bereavement leave increased to 3 days per event.
- Ability to purchase an additional 2 weeks annual leave per year.

WAGES OFFER

The wages offer does not meet ASU members' claims. Member sought a 6% wage increase from July, 2010.

QantasLink management are only offering 3% per year back dated from July, 2010. This Agreement contains only 3% per year increase backdated to July, 2010.

The company and your ASU representatives are yet to discuss just how such a back pay can be provided in order to maximise the benefit for employees.

Your ASU Delegate at the bargaining table, Monique Walton, has stuck steadfastly to ASU members' claims. It has been a negotiation of gargantuan proportions and we cannot thank Monique enough for her determination and resilience in this process.

VOTING – YES or NO?

The ASU commends the conditions that have been improved in the Agreement and the changes to meet the Fair Work Act. We cannot recommend the wage offer as it is substantially below what you sought and what Qantas have provided in other areas of the company.

If you voted NO what would happen next?

The ASU would seek to return to the bargaining table and ask QantasLink to change their minds. This is an unlikely scenario. If ASU members were prepared to take their case to the company through lawful means such as industrial action, there may be some possibility of moving the company's view.

That is now your decision.

We look forward to hearing from you and your colleagues in the event you wish to pursue your wages claims further. The alternative is to vote YES and accept the improved conditions and a reduced wage increase.

Contact the ASU office on 1800 177 244 or email your views to: info@qld.asu.net.au