



Air New Zealand proposed Redundancies

The ASU met again with Air New Zealand management on Monday 13th January 2014 about Air New Zealand's proposal to make employees redundant.

The ASU had previously met with management pursuant to the consultation clause in your EBA. Following this meeting the ASU had lodged a dispute with the Fair Work Commission in opposing Air New Zealand's actions to replace current lounge and service desk employees with contractors. As a result of going to the Fair Work Commission the ASU ensured Air New Zealand adhered to their EBA.

At the meeting on Monday Air New Zealand management formally advised that they intended to proceed with outsourcing positions to Toll Dnata and that they want to make jobs redundant.

Air New Zealand management acknowledged their time frame to try and replace employees:

- Contracts with Toll will be signed with Toll moving in on the 4 March 2014;
- Meetings with employees in the week beginning 20 January 2014; and
- Employees to be formally advised of intended redundancies in early February 2014.

The Redundancies/ Outsourcing is being proposed by Air New Zealand even though Air New Zealand still require the Service Desk and Lounge work to be performed. The ASU does not understand why Air New Zealand considers it necessary to change the operational requirements of the Service Desk and Lounge functions to the extent necessary to justify dispensing with direct employment.

This is happening just when Air New Zealand is expanding its network, and has been named Airline of the Year by AirlineRatings.com. And this is the thanks employees in Australia get for getting Air New Zealand this award?

The ASU told Air New Zealand management that the redundancies are unnecessary. If the Fair Work Commission were to agree with the ASU that it is unnecessary for Air New Zealand to make employees redundant then employees could hold Air New Zealand accountable through actions for unfair dismissal or adverse action at the Fair Work Commission.

What next?

The ASU will keep you informed of developments. If you want further information contact your delegate or the Organiser listed below.

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