



# A•S•U in AIRLINES

Australian Services Union • National Airlines Division Bulletin

Singapore EBA

21 May 2013

## Why the ASU recommends a No vote

### Why the ASU recommends a NO Vote?

**The ASU is recommending a NO vote because we believe the proposed Agreement should:**

- give employees more than 2.9% per year;
- maintain the extra 1% superannuation above the minimum legally required superannuation rate for the lift of the agreement.
- merit increases: same rating system for both Singapore Airlines Ltd employees and Singapore Airlines Cargo Pty Ltd employees.

### What about other overseas Airlines EBAs?

In the last twelve months other overseas carriers' EBAs have paid wage increases greater than the 2.9% that the proposed Singapore Airlines is now offering. And of course Singapore paid 3% wage increases each year of the 2011 Agreement.

This is not the time for employees at Singapore to start falling behind comparable carriers in the industry. If Singapore Airlines do not improve their offer now, how low will they go in 2015 when the EBA is next negotiated? Less than 2.9%pa for 2015 and 2016?

### Can we get a better deal?

Singapore employees have said no to previous enterprise agreements.

In 2005 the first agreement voted on was not accepted and subsequently employees voted yes to an improved agreement.

A *no* vote is the only way to make sure Singapore Airlines put all their cards on the table. In the ASU's experience when an agreement is not supported by employees an improved offer from management usually results.

A *no* vote will be a clear and unambiguous message from employees to management not to take employees for granted in these, and future, EBA negotiations. And a *no* vote will put strong pressure on management to improve the wages offer. Before voting on the Agreement employees should be asking themselves if this is really management's best offer.

### And after a NO Vote?

If the Agreement is not supported by employees then bargaining for the 2013 Agreement can continue. Negotiations for the Agreement then usually proceed rapidly as management and the employee negotiators know that employees have voted for a better offer.

### ASU State Contacts

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

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