

## An offer we can recommend at JTG

Your ASU JTG National Negotiating Team (NNT) are pleased to advise that JTG management have now come back to us with an offer we can recommend to ASU members. This offer will be considered by members at meetings convened to determine whether ASU members accept the NNT's recommendation.

In December 2012 and January 2013 members resoundingly rejected management's proposal saying we deserve a better deal.

We are pleased to report that management got your message and the new offer contains:

- o Wider/higher pay bands at each grade/level of the agreement
- o A better pay deal – scrapping of the discretionary bonus and a total 10% pay rise on base salary over 3 years payable as follows:
  - 3% - 30/4/12
  - 4% - 30/4/13
  - 3% - 30/4/14
- o No extension of the span of hours
- o No change to the meal breaks clause
- o A description of how and when staff will be assessed to move through the pay bands

A more detailed copy of the offer will be available at meetings of ASU members at JTG, and on the back of this bulletin there is a summary of the offer against our claims

### What next?

If the meetings of ASU members endorse the NNT recommendations then a full copy of the proposed agreement will go out for consideration and vote by all staff covered by the JTG agreement.

The vote will be conducted electronically by an outside organisation. If 50% plus one of those who vote, vote in favour of the agreement it can then be submitted to the Fair Work Commission for approval and registration.

After the agreement is registered the company will then pay back pay from 30<sup>th</sup> April 2012 (3%), and all rates will increase by this pay increase and then will increase again by 4% on 30 April 2013.

### Have you a question?

Make sure you attend an ASU member's meeting to get the full details of the offer.

If you are not already an ASU member you can join online at <https://asujoin.asn.au/>

### A big thank you to JTG NNT

It is clear we would not have got this far in the EBA negotiations without the outstanding commitment of the ASU's NNT both the current and former members.

We owe them a big thank you!

Our current team is:

Your NNT		
Name	Location	State
Madeline Argus	QBT	VIC
Melissa Weir	Qantas Holidays	VIC
Elaine Keevil	QBT	VIC
Morgan Snape	Qantas Holidays	VIC
Bree Hollis	Harvey's Choice	NSW
Kathleen Wilson	QBT	NSW

### Who you can contact

If you have queries contact your local ASU organiser.

ASU Organisers		
Name	State	Phone
Clare Raffan	NSW US	0417177266
Darryl Anthony	SA/NT	0418940648
Jocelyn Gammie	NSW Services	0423041898
Raechel Smith	WA	0417969767
Gail Drummond	VIC PS	0430079488
Kevin Place	QLD	1800177244



# Speak up, be heard

JTG EBA 

JTG offer against our claims – 7 March 2013

	Fairness & Security at Work	Company Responses
1	Include all staff in the scope of the EBA whether they work for JTG Services or for other related JTG Group companies	<b>Not achieved</b>
2	Include provisions in the EBA that reflect at least the legal minimum standards in our Award and in the National Employment standards, including those whose work is covered by the Airline Operation Ground Staff Award 2010	<b>Achieved</b>
3	A comprehensive job classification structure linked to written position descriptions	<b>Achieved</b> – some changes made to improve classification
4	A pay scale which is transparent, fair and reflects the service and skills of staff covered by the Agreement and which is more reflective of industry standards and which reflects the pay of others in the group performing the same or similar work	<b>Achieved</b> – extension of each band level by approx. \$1000 & clause detailing when and how reviews for moving through Band will occur – by 30/5/13 & 30/5/14
5	Removal of Junior Rates of Pay for staff who are under 21 years of age	<b>Achieved</b>
6	A fairer more transparent payment policy for Famil trips	<b>Achieved</b> – 5 days extra leave per year for familis in side letter
7	New Payslips which clearly spell out all pay and accumulated entitlements	<b>Agree</b>
8	Payment of Higher duties for all work at a higher level for one shift/ day or more	<b>Achieved</b> – achieved for any period on a shift
9	Limit use of fixed term contracts and provide for conversion of fixed term employees to permanent employees after 6 months service	<b>Achieved</b> - Casual conversion after 9 months services
<b>Balancing Life &amp; Work</b>		
10	Inclusion of an option for the payment of overtime not just Days in lieu of overtime	Company now abiding by existing clause
11	Ability to organize working hours to include Rostered Days off ( RDO's) and more flexible working hours	<b>Not achieved</b>
12	A better system of breaks and rest periods	<b>Achieved</b> – insertion not Award clause
13	Improved rostering systems which provide at least 5 weeks' notice of rosters and which make minimal last minute changes	<b>Not achieved</b>
14	Increase in parental leave over and above the government scheme	<b>Achieved</b> - current 6 weeks in EBA not policy and side letter re govt. scheme
15	A better system for use of annual leave	<b>Achieved</b> – redrafting of annual leave clause
<b>Consultation and Union Rights</b>		
16	Improved consultation and dispute settling provisions	<b>Achieved</b>
17	Union Rights clauses including provision for paid trade union training leave	<b>Achieved</b>
<b>A Fair Wage &amp; Superannuation Outcome</b>		
18	5% pay rise per annum on top of adjustments to industry rates	<b>3% - 30/4/12, 4% - 30/4/13 3% - 30/4/14</b>
19	Increase in superannuation contributions to 15% p.a.	<b>Not achieved</b>
20	Increase EBA and award allowances for either CPI or the wage increase as appropriate	<b>Achieved</b> – 3% p.a. increase on allowances
21	Length of agreement to be determined	3 years expires on 30/5/12
22	The default fund for Super be changed to Australian Super	<b>Achieved</b>
23	Improved redundancy package including more weeks per year of service for redundancy, consultation provision, including a provision about redeployment, taking of leave, job swaps, expression of interest process and conversion from full time to part time positions.	improved consultation and 1 week for 1 years' service
24	Payment of 5 days' pay to compensate for change to payroll	<b>Not achieved</b>

Please see JTG offer for full details