



16 May 2014

www.qld.asu.net.au

EBA Negotiations Continue at Toll Dnata

On Thursday 8 May the ASU held further discussions with the company about your EBA. At this meeting the ASU provided further detail about our claims and further detail was sought from the company in relation to theirs.

There were constructive discussions around many of our claims including;

- Better provisions for converting casuals to permanent within a shorter period of time and part time to full time conversions
- Provisions to ensure that vacant higher duties roles are filled permanently
- Receiving higher duties payments whilst on sick or annual leave if you're acting for a block of time
- A fair and equitable process for the distribution of annual leave
- A more reflective classification structure
- A buddy allowance and a more auditable and stringent training programme to ensure employees are properly trained to do their job safely.

What the company wants

The main areas of concern for the company are around workforce mix – they want to ensure they have the right mix of full-time, part-time and casual workers and the implementation of the new workforce planning system for rostering.

We have requested detailed information from the company about what they say the ideal mix would look like in each location and have asked for this to be qualified with demand planning charts and draft rosters so that we can clearly understand how future rosters and the work force mix may look.

In addition the company also has other claims on the table for discussion, they are;

- Monthly pays
- 3 hour call in's (including full timers)
- Rostered hours over 4 weeks to average 160 hours for full timers instead of 40 hours per week
- Split shifts
- Less sick leave for new starters
- Less annual leave for new starters

The ASU has also requested that the company provide information and statistics around the number of weeks of annual leave that is accrued on average per person, as well as the average number of sick leave days that are taken on average per person.

We have requested this information because the company has made claims about wanting to reduce available sick leave for new starters and wanting to reduce the amount of annual leave that it has on its books. We have therefore asked them to justify their claims by providing the relevant information.

What's next?

The ASU made it very clear that we were not interested in trading away terms and conditions. We believe that the company can save money and get back on track by working smarter and rostering better amongst other things, not by targeting hard won terms and conditions of employees.

The next meeting with the company has been scheduled for 5 June, 2014.

It's time to get on board!

The ASU has shown that it delivers and works openly with members to get the best possible outcomes for you. If you are not yet a member of the ASU you are being carried by the rest of your workmates who are contributing through their membership fees to get better pay and conditions for you.

It's time to stop being carried on the backs of your workmates and to join the union. The more people that are members, the stronger we are and the better our result in negotiating.

You can join online today at: www.qld.asu.net.au and click **'JOIN'** in the top left menu bar or fill out the application form on the reverse side of this bulletin and return to your ASU office by following the instructions on the form.

Want more information?

If you want more information contact your local ASU Organiser, Jenny Sleba on 1800 177 244.

Please complete these details about you:

Title (please circle): Mr Mrs Miss Ms Other		Name:	
Preferred name:		Date of Birth: / /	Male <input type="checkbox"/> Female <input type="checkbox"/>
Home address:		Suburb/City:	
Postcode:	Mobile:		
Phone (H)	Phone (W)	Fax (W)	
Work Email:			
Home Email:			
Job Title:		Pay Level:	
Status: Permanent <input type="checkbox"/>	Full-time <input type="checkbox"/>	Part-time/casual <input type="checkbox"/>	Under 21 or less than 50% <input type="checkbox"/> More than 50%, but less than 100% <input type="checkbox"/>
Employer and Street Address:			
Would you like to identify as Aboriginal and/or Torres Strait Islander? <input type="checkbox"/> Or a LGBTQ member of the ASU? <input type="checkbox"/>			

Fee level. Please circle in the membership fees table at right >

...and select one of the following payment options

OPTION ONE: FORTNIGHTLY DIRECT DEBIT PAYMENTS

I hereby authorise the ASU to arrange for funds to be debited from my account as set out below.
USER ID 064272

Amount: (see right for union fees)
Name account is held in:
Name of your Bank or Credit Union:
Address of Bank or Credit Union:
BSB no. - Account number:

OPTION TWO: MONTHLY CREDIT CARD PAYMENTS

Card holder's name:
Expiry Date: Mastercard <input type="checkbox"/> Visa <input type="checkbox"/>
Card no.:

PLEASE NOTE: Our fees are revised each financial year. This Authority remains until we receive a cancellation, with 2 weeks notice, in writing and covers any future increases in subscriptions.

I agree to the following Terms & Conditions: I am hereby making application for membership of Together Queensland, Industrial Union of Employees and, if I am eligible to be a member of the ASU and attached to the Central and Southern Queensland Clerical and Administrative Branch of the Australian Services Union ("ASU") as and from the date of this application, and agree to abide by the Rules of the ASU and Together Queensland, respectively, as they may be amended from time to time.

X SIGN HERE

Date:

Union fees (Airlines) to 30 June, 2014

Union fees **fortnightly** (for Direct Debit)

	Income/employment status	Fees
1	Members under 21 or working less than 50% FTE	\$9.75
2	Members working 50% or more but less than 100% of FTE	\$16.50
3	Gross fortnightly salary: \$1582.20 - \$2738.00	\$20.00
4	Gross fortnightly salary: \$2738.10 - \$3141.50	\$20.50
5	Gross fortnightly salary: \$3141.60 and above	\$21.50

Union fees **monthly** (for Credit Card)

	Income/employment status	Fees
1	Members under 21 or working less than 50% FTE	\$21.13
2	Members working 50% or more but less than 100% of FTE	\$35.75
3	Gross fortnightly salary: \$1582.20 - \$2738.00	\$43.33
4	Gross fortnightly salary: \$2738.10 - \$3141.50	\$44.42
5	Gross fortnightly salary: \$3141.60 and above	\$46.58

Once you have completed this form, **hand back** to an Organiser, **fax** to 07 3017 6235, or **mail** to REPLY PAID PO BOX 3272 South Brisbane BC QLD 4101 (no stamp required).

ABOUT DIRECT DEBIT: All your bank information is kept confidential. ASU/Together will provide 14 days notice of any change in the terms of your arrangement. If you wish to cancel or change your arrangements please provide 14 days notice. Please ensure your nominated account can accept debits of this kind and there are enough funds to cover the payment. Your bank may charge you a dishonour fee if there is insufficient funds.

PRIVACY INFORMATION: We use members' personal information for membership management and provision of other services including industrial, health, insurance, financial advice, education and similar. Signing the membership form indicates your consent to the above.

DISCLOSURE: Your personal information is only disclosed to union staff, delegates, organisers and officials with whom you might deal or if we are required to do so by law, or for the purpose of sending you information about our services.

ACCESS: You may ask for a copy of the information the union holds about you. Requests must not interfere with anyone else's privacy and must be lawful. If you have any concerns about privacy call 1800 177 244.

For industrial assistance call 1800 177 244

Authorised Julie Bignell, Branch Secretary, Australian Services Union, Assistant Secretary, Together Queensland, Industrial Union of Employees. ABN 9785352816 • ABN 44901734369 • PRINTED ON RECYCLED PAPER