



# A•S•U *in* AIRLINES

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## First Draft Aero-Care Agreement – Still Falls Short

**Negotiations for the new Aero-Care Agreement are about to start after Fair Work Australia (FWA) rejected the previous agreement on 24<sup>th</sup> April 2012.**

Ahead of negotiations Aero-Care management have produced a new draft agreement which makes some improvements to the rejected version but in our view still falls short of what FWA would expect.

As a result of the ASU's work at FWA Aero-Care has made a number of changes in their first draft of their new proposal.

The improvements include:

- the hourly pay rate for the:
  - AST classification;
  - ASA years 0 – 1 classification;
  - ASA years 1 – 2 classification; and
  - AASA years 0 – 1 classification.
- a new clause in the agreement confirming that Aero-Care has to comply with the National Employment Standards in the Fair Work Act; and
- the guaranteed movement to the next higher pay rate for AST's, ASA's, AASA's, and Specialist Duties/Leader 1 each year on the anniversary date that you commenced your employment. (NB Leader 3 does not get a pay rise during the life of the Agreement).

### What's missing?

The ASU believes that under this latest version of the agreement Aero-Care still won't pay you enough compared to your award, the Airline Operations Ground Staff Award. This Award sets the minimum standards for employees in your industry.

As FWA noted with the old Agreement, the current proposal still falls short on some key issues:

- overtime is payable under the Award at 150% for the first 2 hours and then 200% for all those after that – the Aero-Care proposal just says 150% for all overtime;
- 'voluntary' overtime is only paid at the ordinary rate not the overtime rate;
- no shift penalties are payable in the agreement, in the Award shift penalties range from 15% to 30%;

- no provision for agreement for a set pattern of work for part-time employees;
- the Agreement has only three hours minimum engagement per shift, the Award has four hours minimum engagement;
- the Dispute Resolution Procedure prevents employees from using a family member, a parent or sibling, as a support person; and
- employees can be required to work multiple shifts on one day, contrary to the Award.

These are just some of the items that fall short of industry standards. We also have a list of improvements that we will be putting to the company.

### What's next

The ASU reps will meet with Aero-Care to negotiate a new Agreement. We want to further improve this latest draft Agreement but we need your help.

We have consulted with many of our members on what they want in the new Agreement and if you want a say you need, quickly, to contact one of our organisers listed below.

We need to get this Agreement correctly drafted so it will be approved by Fair Work Australia and you can get your wages and conditions locked in in line with others in the industry.

Organiser	State	Phone
Gail Drummond	VIC	0430 079 488
Jocelyn Gammie	NSW	0423 041 898
Jenny Sleba	QLD	1800 177 244
Raechel Smith	WA	0417 969 767
Chris Dodds	TAS	0418 121 883

### Want more information?

You can get more information about the Aero-Care negotiations on the ASU dedicated Aero-Care page.



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