



A•S•U *in* AIRLINES

Australian Services Union • National Airlines Division Bulletin

Singapore Airlines Ltd

17 April 2013

Management Wage Offer Not Good Enough

Negotiations for the new Agreement continued on Monday 15 April 2013 with bargaining over the proposed wage increases.

The ASU believes the wage increases that the ASU originally proposed of 5.5% per year for a three year Agreement is fair and reasonable and the ASU maintains this claim. The employee negotiating team have amended their claim to 3.5% in the first year, and 3.0% in the second year. In response the management negotiating team adjusted their claim to 2.9% in the first year and 2.9% in the second year.

In a past Agreement the company agreed to a 10 % contribution to superannuation which is 1% above the current required minimum employer contribution required by the law. Management's proposal is to reduce this 1% of additional superannuation during this agreement by absorbing the two increases to superannuation that are due under the law in July 2013 and 2014 in your current 10% rate. So while everyone on the minimum contribution will be getting increased superannuation you will just keep getting 10%. Basically the company is backsliding on a current commitment to pay 1% better than the government legal minimums and so is reducing the money you and your family will get in retirement. We believe that you should keep the additional 1% differential so that your superannuation rate increases to 10.25% on the 1 July 2013 and 10.5% on the 1 July 2014. If you keep this 1% differential in all your future EBA's as well, by 1 July 2019 the Company contribution to superannuation would be 13%. Superannuation experts say that to have a comfortable retirement you should be putting at least 12 % and more like 15% of your salary into superannuation – if we accept this cut we will be going backwards and undermining what we gained in the past.

Period	Super guarantee rate (charge percentage)	ASU	ENT	MNT
30 June 2013	9%	10%	10%	10%
1 July 2013 - 30 June 2014	9.25%	10.25%	10.25%	10%
1 July 2014 - 30 June 2015	9.5%	10.5%	10.5%	10%
1 July 2015 - 30 June 2016	10%	11%	11%	??

The management offer of 2.9% x 2.9% needs to be seen in the context of the loss of the 1% superannuation differential. The ASU believes this is unfair when wages and conditions are compared across international carriers. The respective wages and superannuation claims are:

Claim	ASU	ENT	MNT Response
Wage increase First Year	5.5%	3.5%	2.9%
Wage increase Second Year	5.5%	3.0%	2.9%
Wage increase Third Year	5.5%	Two Year Agreement	Two Year Agreement
Superannuation	1% above SGC	1% above SGC	Current 1% above SGC absorbed as rate increases.

The Next Step

Negotiations will continue this Friday 19 April by teleconference when the employee negotiating team respond to the management offer of 2.9%. If you are not happy with this offer you need to contact your local organiser ASAP and let management know their counter offer is unacceptable. Your local organiser's contact details are:

Name	Location	Phone
Patrick Bates	NSW	0431 295 605
Kevin Place	QLD	1800 177 244
Darryl Anthony	SA	0418 940 648
Matt Norrey	VIC	0407 873 050
Raechel Smith	WA	0417 969 767

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