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JOINT ASU/ALAEA BULLETIN

Emirates EBA ■ Number 25 7 December 2011

Sticking together gets a better deal at Emirates

The ASU, ALAEA reps and bargaining reps met Emirates management in Melbourne on 5th December 2011 to restart negotiations after staff resoundingly voted down the EBA that the company put out to vote in mid-October 2011.

We are pleased to report that there are substantial improvements to the EBA that arise from the negotiations and so all representatives believe we have an EBA we can recommend.

What has changed?

Emirates made the following additional offers which are different to the previous EBA:

- 3% p.a. pay rise (up from 2.5% p.a.);
- Merit Pot increases with minimum & Maximum % increase for each level as follows:

Unacceptable	0.0%
Developing	0.0% - 1.5%
Good	1.5% - 3.0%
Very Good	3.0% - 4.5%
Excellent	4.5% - 6.0%

- The company says that for a good rating for April 2011 the payment is likely to be in excess of 2%;
- Includes definition of how Merit Pot is calculated;
- Back pay to 1 January 2011 on all pay & allowances + the pay rises and will be applied to 2011 profit share amount;
- Increase in maximum redundancy to 40 weeks (up from 32 weeks);
- Unused TOIL after 6 months paid out at overtime rates, improvement for EK07 + Engineers TOIL;
- Staff Travel – company is getting further legal advice on the staff travel retirement concession for part time employees to determine compliance with Australian law; company commitment to review staff travel concerns & give an update on any developments by end of March 2012;
- Individual flexibility clause – will not include allowances and leave loading but still includes penalties, overtime & hours arrangement.

The other matters from the previous offer to be included:

- Improved mileage allowance indexed;
- Union rights clause;
- Improved dispute resolution procedure;

- Improved consultation clause;
- Increased allowances;
- Award duty travel clause in EBA;
- Payment of penalty rates on Christmas day irrespective of alternative days declared;
- Higher duties payable after 14 consecutive days work (currently 30 days);
- TE04 employees excluded from EBA
- Promoted or upgraded to next higher grade – increase to be 10%;
- 3 year EBA – expiry date 31/12/13;
- Renegotiation of next EBA to commence 6 months before expiry date of EBA.

A deal we can recommend

Your reps had hoped to limit the individual flexibility clause which we think is still a problem but we have resolved to be more vigilant particularly by providing new employees with information about their rights under this clause so no one loses out.

Apart from this one concern there is **no doubt** that our EBA has improved substantially on a number of counts because we stuck together and worked for a better deal.

The increase in union members made the difference too as did union advice and involvement. All reps too must be congratulated for their leadership and their dedication to communication.

What next?

Emirates proposes to put the EBA out for consideration on 7th December and then conduct the EBA vote from 15th – 21st December.

Your reps recommend a **YES Vote**

If you have any questions contact your ASU or ALAEA organiser.

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