



# A•S•U *in* AIRLINES

Australian Services Union • National Airlines Division Bulletin

Toll Dnata • Number 3

28 September, 2009

## Negotiations begin for first Toll Dnata Passenger Services EBA

**On Friday 25<sup>th</sup> September 2009 the first negotiation meeting was held in Sydney for the inaugural Toll Dnata Passenger Services Enterprise Agreement.**

After a survey of staff and endorsement of our claims, the ASU team was keen to get going and discuss our issues.

ASU Assistant National Secretary Linda White and NSW organiser Lauren Hutchins attended together with Maria Scafi and Junior Tofete from Melbourne, Mark Begbie from Brisbane and John Connell and Danny Oliveira from Sydney.

Toll Dnata managers Gary Taylor, Ben Armbruster and Albert Bollard represented the company.

### What did we discuss?

ASU reps tabled detailed written claims based on our recent survey and then discussed the issues that staff had highlighted, including penalty rates, better rostering and breaks, transparent selection processes etc. A copy of the claim is on the back of this bulletin.

We also spoke about the concerns that we had highlighted with the draft Agreement the company had tabled.

The company draft is basically the ITEA/AWA which operates in Sydney and Brisbane which provides among other things:

- Work to be performed on up to 14 consecutive days
- Overtime only available after 1786 hours work per year
- A rolled up rate for all hours of work
- No penalties for early morning work or work on weekends / public holidays

Your reps asked the company for a detailed breakdown of how the rolled up rate was calculated – this will be provided at the next meeting. The company reps also said they would respond comprehensively to our claims at the next meeting.

### Bargaining costs request

Currently the ASU members are paying the travelling costs of our reps which so far has been the cost of airfares to Sydney. The company reimburses your reps for their time at the meeting but not any time getting there.

We asked the company to pay for the travelling costs and all the time of all the company employed reps who attend negotiations.

The company is considering this request. It should be noted that it is normal practice in bargaining in this and other industries to pay these costs.

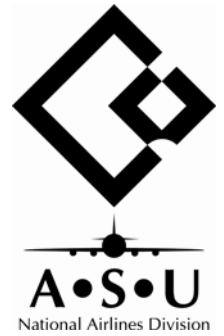
### What next?

A new meeting date was not set but we expect it to be soon.

If you have more questions or queries contact your local ASU organiser in Toll Dnata:

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The following is the claim for ASU members in passenger services at Toll Dnata at Adelaide, Brisbane, Sydney and Melbourne Airports for our collective agreement (EBA) and ASU members resolve as follows:

1. That the EBA that we negotiate should contain the same rate of pay and conditions for the same job roles in Brisbane, Sydney, Melbourne and Adelaide airports and that EBA cover all positions in Passenger services
2. That the ASU Airline Operations ( Clerical and Administrative) Award wages and conditions are the basis for the content of our collective agreement and so our agreement should include conditions like shift penalties, overtime pay and penalties for weekend work etc
3. That measures to improve rostering patterns to reduce fatigue be included as well as how rest breaks at work are scheduled and organised
4. That the notice period for roster changes and shift changes be increased
5. That how the introduction of paid parental leave will operate be included
6. That access to cheaper flights with client airlines be introduced
7. That an allowance for buddy training be negotiated
8. That a clear and transparent position description and classification structure be developed and included in the EBA for all job roles covered by the EBA
9. That a clear, transparent and fair selection procedure and criteria for cross training of staff on different airlines be included
10. That a clear, transparent and fair selection criteria for promotions be included
11. That agreed limitations on the use of labour hire staff be included in the EBA together with provisions that ensure that labour hire staff are engaged on rates and conditions that are no less than those in our EBA
12. That a dispute settling procedure be included in the EBA which has binding arbitration by Fair Work Australia as the final step
13. That the rights of members of the union be recognized and include paid time meetings for staff to meet with union reps for advice and information, paid union training for Toll Dnata staff who are union delegates at their work place
14. That a pay rise of 5% per year be included in the EBA from August 2009
15. That the duration of the EBA be a matter for further discussion but no longer than 3 years from August 2009
16. The ASU reserves the right to add additional claims as bargaining progresses