



The following is the draft 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:

- 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
- 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
- That measures to improve rostering patterns to reduce fatigue be included as well as how rest breaks at work are scheduled and organised
- That the notice period for roster changes and shift changes be increased
- That how the introduction of paid parental leave will operate be included
- That access to cheaper flights with client airlines be introduced
- That an allowance for buddy training be negotiated
- 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
- That a clear, transparent and fair selection procedure and criteria for cross training of staff on different airlines be included
- That a clear, transparent and fair selection criteria for promotions be included
- 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
- That a dispute settling procedure be included in the EBA which has binding arbitration by Fair Work Australia as the final step
- 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
- That a pay rise of 5% per year be included in the EBA from August 2009
- That the duration of the EBA be a matter for further discussion but no longer than 3 years from August 2009