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National Airlines Division

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Australian Municipal,
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and Services Union,
Central & Southern
Queensland Clerical &
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Toll Dnata Passenger Services

Bulletin No. 2210 • 2 September 2011

Toll Dnata Passenger Services (TDAS) Enterprise Agreement Bargaining Outcomes for Brisbane Airport

When will my Enterprise Agreement (EA) commence and how long will it be in operation for?

- 7 days after approval from Fair Work Australia and the duration will be for 3 years.

When can I expect to get paid my entitlements?

- The first full pay period after the employees VOTE YES for this EA.

If I am a part-timer what will be my new minimum hours of work be?

- The ASU has negotiated this up to reflect 18 hours per week from the previous 16 hours per week.

What is the minimum engagement per day for part-time and casual workers?

- All employees will be subject to 4 hours minimum engagement per roster.

What if I am a contracted Westaff employee, will I be covered by this EA?

- Yes, once Fair Work Australia approve the Agreement, TDAS will begin transitioning over a 4 week period, existing contracted staff from the existing conditions to the new EA.
- The only requirement to qualify is that you need to have been working for TDAS for 3 months or more.
- This means over 60 Westaff employees will be given an opportunity to terminate their existing contracts and move across to permanent employment with TDAS and be covered by the new conditions.

- This is a fantastic result and one which we successfully negotiated with TDAS Cargo/Ramp. **This is worth joining the ASU, would you agree?**

What happens if I am a contracted employee who does not qualify for permanent employment with TDAS?

- The ASU has negotiated that all Labour Hire Personnel will receive the same rate of pay and conditions as all other employees performing the same work.
- This is great for everyone's Job Security because the incentive is no longer there for TDAS to engage staff on lower, inferior wages and conditions.

I am interested to know what wage increases were achieved for this EA?

- 3 % applicable from 4 July, 2011
- 3% applicable from 2 July, 2012
- 3% applicable from 1 July, 2013

Am I entitled to receive other overtime rates and allowances?

For Full-time employees:

- Full-time staff have a flat based rate and therefore under this EA are required to work an average of 38 hours per week for 47 weeks or up to 1786 hours per year and includes payment for:
 - All allowances;
 - Penalty rates;
 - Annual leave loadings;
 - Public holiday payments except if you work on Good Friday; Xmas Day; Boxing Day or New Years Day where you will be

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The Australian Services Union (Clerical and Administrative Branch) represents workers in the Clerical, Administrative and Call Centre industries across both the public and private sectors throughout Central and Southern Queensland.

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Bargaining Outcomes cont'd

entitled to receive a further 15% for each hour of work completed on top of your normal hourly rate;

- Overtime will be paid annually and if you are eligible, TDAS will notify you on the following dates:
 - 14 June, 2012 (period of assessment: 1 June, 2011 – 31 May, 2012)
 - 14 June, 2013 (period of assessment: 1 June, 2012 – 31 May, 2013)
 - 14 June, 2014 (period of assessment: 1 June, 2013 – 31 May, 2014)
- Meal Allowances will be paid for each shift if you work overtime at the following rates:

• Year 1	\$10.82
• Year 2	\$11.14
• Year 3	\$ 11.74

For Part-time employees:

- Part-time employees have a flat based rate which includes the following:
 - All allowances;
 - Penalty rates;
 - Annual leave loading;
 - Public holiday payments except if you work on Good Friday; Xmas Day; Boxing Day or New Years Day where you will be entitled to receive a further 15% for each hour of work completed on top of your normal hourly rate;
 - Overtime will be paid in any one week where the employee works in excess of 38 hours, exclusive of any unpaid meal breaks;
 - Meal Allowances will be paid for each shift if you work overtime at the following rates:

• Year 1	\$10.82
• Year 2	\$11.14
• Year 3	\$11.74

How much annual leave will I get each year?

- 5 weeks leave per year.

Will meal breaks still be unpaid?

- No, the ASU has secured a paid meal break entitlement of 30 minutes in any shift of

work exceeding 5 hours which is a great win for all TDAS employees.

- The timing of the break will be flexible so long as no employee is required to work for a period exceeding 5 hours without a meal break.

Is sick leave still 10 days per year?

- No, the ASU has negotiated this up and full-time or part-time employees will now be entitled to receive up to 15 days paid personal or carer's leave in each year of employment.

Did ASU secure TDAS employees paid parental leave?

- Yes, full-time and part-time employees with at least 10 months continuous employment with TDAS will be entitled to:
 - Maximum of 52 weeks of unpaid parental leave;
 - Paid 6 weeks maternity leave (averaged over previous 10 months for part-time employees). This can also be taken over 12 weeks at half pay.

Will TDAS acknowledge and respect my Union rights?

- Yes, your employer acknowledges your right, to have your ASU representatives attend any meeting with you in accordance with the Consultation and Dispute Resolution Procedures of your new EA.
- To go further, your employer recognises that if they decide on introducing any major changes to the way that you perform your work, they will officially inform us in writing.
- TDAS even state that:
 - Union material / notices can be placed on existing Notice Boards;
 - Agree to respect and treat our Delegates fairly, and allow them to perform their roles as Union Delegates without discrimination in their employment;
 - Agree for Delegates to address new employees about the benefits of ASU membership at the time they enter employment;
 - Allow Delegates to represent the interest of members to TDAS and industrial tribunals;

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Bargaining Outcomes cont'd

- TDAS agree to Paid Union Meetings throughout the life of this new EA.

What other protections did ASU negotiate on my behalf?

- The one ASU Enterprise Agreement to replace the many existing industrial instruments which contain different rates and conditions such as:
 - Skystaff Agreement
 - AWA's or ITEAs
 - Modern Award
- Labour Hire personnel will receive same rates of pay and conditions from now on – takes away the incentive to engage agency workers on cheaper rates;
- Weststaff employees who have been employed by TDAS for 3 months or more will be given opportunity to become directly employed by TDAS – (approx 60 staff);
- Redundancy payments better than the National Employment Standards with severance payments based on the following:
 - 1 year or less = 3 weeks
 - After 1 year = 4.5 weeks
 - After 2.5 years = 7.5 weeks
 - After 5 years = 15 weeks
 - After 8 years and 8 mths = 26 weeks
 - After 13 years = 39 weeks
 - After 17 years = 52 weeks

What can you expect now?

- To be paid the same as someone else performing exactly the same work as you;
- The right to be consulted and have ASU representation in all matters affecting your employment;
- Make sure you join the ASU to ensure the conditions in your workplace continues to improve;
- Get involved in the ASU and link up with other TDAS ASU members in Melbourne; Perth and Sydney such as through our National Airlines Division Council.

When do I get to vote?

- Soon TDAS BNE will explain what the voting process timeframes will be;
- TDAS will make the new Enterprise Agreement available to you;
- You will then have a minimum of 7 days to review the Enterprise Agreement and ask questions;
- The voting process will open and you can then follow the ASU recommendation to **VOTE YES.**

PROTECT YOURSELF
JOIN YOUR UNION TODAY

YOUR COLLECTIVE AGREEMENT – YOUR SAY

**Join your union today! Go to: www.together.org.au
or phone 1800 177 244**



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