



ASU update for Toll Dnata

Australian Services Union – Victorian Private Sector Branch

31st March 2010

We're nearly there – a new EBA is on its way!

The ASU has been negotiating with Toll Dnata management for a new Enterprise Bargaining Agreement (EBA) since mid 2009.

Initially, negotiations were very tough with the company proposing a return of the flat rate (no penalties, no allowances) for all staff. ASU members were extremely disappointed with this offer, voting against the Agreement 44 votes to 1. This sent a strong message to management and since then negotiations have progressed well. We are now at the stage where the ASU reps and officials can recommend an Agreement to you.

A NEW EBA

The new agreement contains all your existing conditions from the ASU's Airline Operations Award, PLUS:

- **Wages and allowances** to be increased by:
 - 4% backdated to 1st October 2009
 - 3% or CPI on 1st January 2011
 - 3% or CPI on 1st January 2012
- **Back-pay** – to be paid within 4 weeks of the Agreement being approved.
- **Rosters** – 14 days notice of rosters and 5 days notice for changes to start/end times, otherwise Overtime is paid.
- **Reclassification of Load Control** – flat rate increased to \$35 per.
- **Reclassification of Delta** – from level 3 to level 4.
- **Introduction of trainee level** – first 4 weeks of employment until signed off. The rate is the current check in rate (i.e no 4% increase).
- **Buddy trainer allowance** – an extra \$2 per hour when being a buddy trainer.
- **Maternity Leave** – 6 week's paid at your average earnings (including penalties and allowances) from the previous 12 months.

- **Redundancy scale** is much better than award, up to 52 week's pay.

Flat rate of pay

Employees who are employed at level 7 and above will be able to choose to be paid between the flat rate of pay or the base rate plus penalties and allowances. If you are currently classified below level 7 but are on a "flat rate" you can continue to keep your existing pay structure and you will still get the wage increases and the back pay.

WHAT'S NEXT?

The Agreement document is in the final stages of review between the company and the ASU. When the final document is ready, the Agreement will be provided to all staff for a minimum of 14 days. During this time the ASU reps will hold meetings with Union members to explain the key changes. All staff will then receive a vote on the Agreement. If the majority of staff vote in favour then it will be sent to Fair Work Australia for final approval.

A HUGE THANK YOU TO YOUR UNION DELEGATES!!!!

Maria Scafi, Junior Tofete, Michael Tallal, Vinka Milicevic and Melissa Cook did a fabulous job at representing your views and opinions at the bargaining table. With a team like this it was very hard for the company to ignore the power and unity of the ASU members in Melbourne. A special thanks to **Mark Robson** who represented the Load controllers at the final meeting. Well done, guys!!

