

21st December 2011 – Notice 058/2011



25 Stoney Creek Rd Bexley 2207 NSW
Ph: (02) 9554 9399 Fax: (02) 9554 9644
Email: alaea@alaea.asn.au
Web: www.alaea.asn.au
ABN: 84 234 747 620

❖ NOTICE ❖

TO: ALAEA MEMBERS AT CATHAY PACIFIC

RE: ENGINEERS ENTERPRISE AGREEMENT

Negotiations for a new Enterprise Agreement (EA) for Australian Engineering staff at Cathay Pacific have been continuing for several months.

In Principle agreement on a new EA was reached with the Company's Australian negotiators at the most recent meeting held on 6/7 December 2011. However approval from the Company headquarters in Hong Kong was required and has now been confirmed.

Full details have been provided to members in a 10 page report released by the bargaining reps committee. However, to recap, key aspects of the proposed Agreement include:

- 2 year Agreement covering 2012 and 2013
- EA increases of 4% per annum for the LAME group and 3% per annum for AMEs
- EA increases plus a combination of Benchmark adjustments, incremental progress and Part B payments (for LAMEs) in combination will see a total wage increase in 2012 of 7.5% and in 2013 5% for AMEs and between 9-11% in 2012 and 4-5% in 2013 for LAMEs
- AME transport allowance retained
- AME structure to have 2 more levels in 2013 to prevent capping
- OT meal allowance increased to \$12.24 and indexed
- Redundancy cap to be increased from 75 to 92 weeks

The ALAEA has worked closely with employee members of the bargaining committee through the whole negotiation period and the unanimous view of your negotiating reps is that the proposed EA be recommended to members as the best outcome able to be achieved at this time. Further details on the formal voting schedule are expected to be shortly released by the Company.

NOEL SPEERS
National Industrial Officer

"To undertake supervise and certify for the safety of all who fly."