

# JOINT ASU / ALAEA BULLETIN

Emirates EBA - Number 26

22 December 2011

## Emirates EBA Approved and now for the payrise

Emirates staff have voted overwhelmingly to endorse the ASU / ALAEA EBA deal negotiated and recommended by the ASU / ALAEA 's Emirates National Negotiating Team. The external company conducting the ballot today declared that the ASU / ALAEA EBA has been approved by the majority of staff. 96% of staff who voted, voted in favour of the Agreement, making the EBA one of the strongest supported EBAs negotiated this year.

### What's next?

Emirates and the ASU / ALAEA are finalising all documentation to be lodged with Fair Work Australia.

### When do I get my pay rise?

Once the EBA has been approved by Fair Work Australia the Emirates pay office can adjust wage rates and calculate back pay owed to individual staff. The precise timing of wage increases and back-pay will be advised. We expect it will be available in January 2012 in time to pay a few Christmas bills!

### What did we win?

- 3% p.a. pay rise back paid to 1 January 2011 on all pay & allowances (up from 2.5% p.a.);
- Merit Pot increases with minimum & Maximum % increase for each level as follows:

<b>Unacceptable</b>	0.0%
<b>Developing</b>	0.0% - 1.5%
<b>Good</b>	1.5% - 3.0%
<b>Very Good</b>	3.0% - 4.5%
<b>Excellent</b>	4.5% - 6.0%

- The company says that for a good rating for April 2011 the payment is likely to be in excess of 2%;
- Includes definition of how Merit Pot is calculated;
- Increase in maximum redundancy to 40 weeks (up from 32 weeks);
- Unused TOIL after 6 months paid out at overtime rates, improvement for EK07 + Engineers TOIL;
- Staff Travel – company commitment to review staff travel concerns with an update by March 2012;
- Union rights clause; and
- 3 year EBA – expiry date 31/12/13.

### Any questions?

If you have any questions contact your local ASU / ALAEA Delegate or Organiser.

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