



FAAA NEWS

FLIGHT ATTENDANTS ASSOCIATION OF AUSTRALIA
(Domestic/Regional Division)

15 June 2009

ATTENTION: *All Australian Flight Attendants*

AWARD MODERNISATION

Domestic Flight Attendant Safety Net - Under Threat

Prior to the introduction of Work Choices, awards formed the basis for the Flight Attendants safety net. In 2008 the Federal Government paved the way for the re-introduction of award safety nets. This process is called **Award Modernisation**.

The **Award Modernisation** process provides the Australian Industrial Relations Commission (AIRC) with the authority to create modern awards as per the Governments request.

Since February 2009, the FAAA in conjunction with other airline Unions have been working on ensuring that a new modern award for the aviation industry provides for a safety net that is fair and reasonable for all airline employees. The modern awards will be either industry or occupational awards. All airline participants both Unions and employers agreed that an occupational award was appropriate for Flight Attendants due to the nature and complexities of their work environment.

The **award modernisation** process, while allowing written submissions from all parties, does not include formal hearings nor for that matter appeals should parties be dissatisfied with the AIRC's final determination. The FAAA filed a number of written submissions to the AIRC outlining the specific needs of Flight Attendants to assist the AIRC when making a determination on the terms and conditions of a modern award for Flight Attendants.

On 22 May 2009 the AIRC released an 'exposure draft' award for Flight Attendants. Please note, this initial draft is open for comment and certainly change before the final award is determined.

To say that the FAAA is extremely disappointed with the initial 'exposure draft' award in respect to domestic flying **is an understatement**.

These are some of the conditions contained in the AIRC's exposure draft;

- Flight Attendants working on average 15% more hours with no additional pay.
- Flight Attendants working 164.67 hours per month plus reasonable additional hours.
- Flight Attendants working up to 12 rostered hours. This can be pushed out to 15 hours for any reason.
- Flight Attendants will not receive any daily overtime regardless of the length of duty rostered or actually worked.
- A Flight Attendant who arrives at work for a 4 hour duty may be displaced without reason and assigned a 6 day trip
- Rest periods reduced to 10 hours to meet operational requirements. This is not limited to delays.

- Time spent on airport reserve does not count towards duty hour limitations
- Daily travelling allowance will not be paid for hours spent on an overnight, airport reserve or training. In fact, DTA will only be paid per flight hour at a reduced rate.
- No automatic right to take early maternity leave. Therefore, flight Attendants may be required to work up until 6 weeks before the birth of their child.
- Flight Attendants personal leave entitlement will be reduced by 5 days per annum.
- A Flight Attendant on home reserve will only be credited 1 hour for every 4 hours worked as opposed to 1 hour for every 3 hours worked.

If the AIRC does not change the conditions contained in their draft award, these conditions will form the new safety net for all Australian Flight Attendants.

It is the FAAA's position that under these conditions, Flight Attendants will find it impossible to reconcile their work and family responsibilities.

Will YOU let this Happen?

What can I do?

Remember, our Government has required the AIRC to establish 'fair minimum conditions of employment' which have regard to the ability of crew to 'reconcile their work and family responsibilities' and to ensure the protection of their 'health and safety'.

All levels of Government and the community at large are constantly talking about protecting working families. We believe that Cabin crew in Australia should not be excluded from the Government's promise to protect workers from unfair conditions of employment.

Therefore, we must work together to ensure that our Government understands the conditions contained in the exposure draft are unfair, unreasonable and fail to provide a fair minimum standard for Cabin crew in Australia.

There are a number of things that you can do to '**Save our Safety Net**'.

- You can sign a collective letter address to Julia Gillard, **Minister for Employment and Workplace Relations**. The letter will be issued to FAAA members shortly or you can request a copy by emailing saveoursafetynet@faadomestic.org.au or call 1800 733 222; or
- You can write your own letter to Julia Gillard, **Minister for Employment and Workplace Relations** and email it to Julia.Gillard.MP@aph.gov.au. We kindly ask that you cc: saveoursafetynet@faadomestic.org.au; and
- Email your local Federal member. You can find your local Federal member by clicking on the following link. <http://www.aph.gov.au/house/members/mi-state.asp>.
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This newsletter was written and authorised by Fabiana Rodriguez, **Industrial Organiser** and John Playford, **Manager of Industrial Relations**.