

SAME JOB. SAME WAGES. SAME CONDITIONS.

AEROCARE SURVEY RESULTS ARE IN!

This is what you say matters:

Concern	% of respondents
Increasing the minimum shift payment from 3 hours to 4 hours	92.93
Guaranteed weekly hours of 20 or more	92.93
Consistent rostering patterns	93.94
Guaranteed annual pay increases	97.98
Removal of split shifts	82.83
'Nominated Hours' included when calculating ordinary hours and overtime eligibility	95.87
Industry standard overtime rates: "time and a half" and "double time"	96.93
Overtime to be calculated on a daily basis rather than monthly	96.97
A maximum of 8 ordinary time hours per day	75.75
Industry standard public holiday rates	100
Industry standard Saturday and Sunday rates	98.99
The right to union representation without victimisation from my employer	89.9
Access to union officials and delegates in my workplace	84.85

Other issues you say you want the union to pursue have been added to the provisional claim.

This is what you want in terms of pay increases:

Annual Increase	% of respondents
3%	9.1
4%	10.1
5%	33.3
6%	27.27
Other (8.5% - 25%)	20.2

This is how long you want an agreement to last:

Duration	% of respondents
2 years	55.1
3 years	25.51
4 years	19.39

THE TWU CLAIM FOR AEROCARE WORKERS

The TWU has amended the provisional claim on the company to reflect what you say matters. The results show the original claim was on track but there are other items you want to include to make your workplace fair. This is the updated claim:

1. Minimum shift payment of 4 hours per shift
2. Minimum guarantee of 30 hours per week
3. Maximum 8 hours to be worked at ordinary time per day
4. Maximum of 12 hours to be worked per day
5. Maximum of 1 continuous shift per day
6. Maximum of 38 hours to be worked at ordinary time per week
7. Minimum 10 hour break between shifts
8. Consistent rostering patterns
9. Minimum of 2 consecutive days off
10. Annual pay increases of 5% per annum to all rates of pay
11. Additional 1% superannuation payment above the legislated superannuation guarantee charge
12. Overtime to be paid at the rate of time-and-a-half for the first 2 hours and double time thereafter
13. Shift work to be paid at in accordance with Award provisions
14. Saturday work to be paid at time-and-a-half
15. Sunday work to be paid at double time
16. Work on public holidays (other than Christmas Day and Good Friday) to be paid at double time
17. Work on Christmas Day and Good Friday to be paid at double time-and-a-half
18. Call in allowance
19. Removal of "Nominated Hours"
20. Annual Leave loading of 17.5%
21. Higher duties allowances
22. Process to convert from casual employment to permanent part-time and permanent full-time
23. Equal access to training opportunities
24. Recognition of union delegates
25. 3 hours paid time per month for union delegates to attend to business on behalf of members
26. TWU officials to be given access to discuss industry, workplace, superannuation or any other issues pertaining to the Agreement or the employment relationship with employees on a tri monthly basis
27. 5 days paid TWU training per year for TWU delegates
28. Establishment of a joint consultative committee comprising employee representatives from each port, a TWU official if requested and a maximum of 5 management representatives to meet a minimum of once every 6 months
29. Minimum 7 days notice of change of shift
30. Agreement to run for 2 years

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<http://bit.ly/2mdPFUX>



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