

# COBHAM'S ABOUT-FACE

After eighteen months of protracted negotiations the parties had reached in principle agreement on most of the terms and conditions for the new agreement.

Despite reaching agreement on major conditions such as rostering and CPI, Cobham has dramatically altered its position on the following previously agreed provisions:

Agreed Position	Company Position as at October 2020
CPI payable annually until a new agreement is reached	<b>RENEGED</b>
RDO's of 9 in each 30 day roster	<b>RENEGED</b>
Any change to an RDO in a rolling 30 days will attract a callout	<b>RENEGED</b>
Company directed relocation – Cobham to pay for penalties associated with lease termination, accommodation provided before the move for pack/uplift, accommodation standard commitment and additional RDO's provided to move	<b>RENEGED</b>
WRT Base Relief (+7 days) - RDO's whilst on base relief paid back upon return to home base	<b>RENEGED</b>
Training – Company is responsible to pay for training	<b>RENEGED</b>
Generic Standby – two hours to sign-on after phone call from Operations	<b>RENEGED</b>

Cobham's behaviour is reprehensible and is a departure from the Good Faith Bargaining Requirements contained in the Fair Work Act.

Cobham's rationale for renegeing on agreed terms is because they now have new owners and a new management team. Furthermore, they are now claiming changes have to be made to get parity with the SAPL Agreement **except when it comes to rates of pay and increases!**

Your Union is continuing to fight for the best outcomes for members. Whilst we expected to have an agreement finalised by this time Cobham's backflip has set us back. We will keep you updated on further developments.

**TOGETHER, WE ARE STRONGER.**  
**JOIN NOW FOR A BETTER FUTURE.**

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