

2021 PROPOSAL VS AWARD CONDITIONS

	2021 DRAFT	AWARD	IMPACT
SALARIES	Cabin Manager Salary \$71371	Cabin Manager Salary \$52208	\$19163 <u>DECREASE</u>
	Senior CC Salaries \$55165 - \$61179	No Senior Crew Salaries in Award ALL CREW ON \$44746	\$10419-\$16443 <u>DECREASE</u>
	Overnight allowance OF \$40plus Flight Allowance	Flight allowance only	<u>NO EXTRA MONEY FOR OVERNIGHTS</u>
	2% PAY INCREASE IN OCT 2022	NO PAY INCREASE	<u>NO INCREASE TO SALARY</u>
DUTY LIMITS	No more than 4 sectors 11hours planned 14 hours unplanned	12 hours planned Up to 16 hours unplanned	<u>LONGER UNPLANNED DUTIES</u>
	No more than 2 sectors + PAX 12 hours planned 14 hours unplanned	12 hours planned UP to 16 hours unplanned	<u>NO PROTECTIONS ON SECTOR LIMITS</u> <u>NO ALLOCATED REST ON BOARD</u>
	Maximum 4 operating sectors	Can be rostered 6 operating sectors	<u>MAXIMUM SECTORS OPERATED INCREASES TO 6</u>
REST	AWAY MIN REST Duties < 10 hours 12 reducible to 10 Duties >11 Hours 14 reducible to 12	12 hours planned 10 hours unplanned	<u>2 HOURS LESS REST ON EXTENDED DUTIES</u>
	HOME MIN REST 15 reducible to 12	DOES NOT APPLY	<u>YOU CAN BE ROSTERED ONLY 12 HOURS AT HOME</u>

DDOs & Gold Days	9 DDOs PLUS Buffers reinstated for 1 & 2 DDOs 4 Gold Days per year	8 DDOs NO GOLD DAYS	LESS DDOs AND <u>NO BUFFERS</u>
DISPLACEMENT	MULTIPLE New Protections.	No concept of disrupt or displacement	COMPANY CAN DISRUPT YOU AT <u>ANY TIME</u> FOR <u>ANY REASON</u>

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In addition to the table above, the AWARD also contains the following disadvantages:

- ✘ Reserve duties can be at **ANY location**
- ✘ Call out for reserve is **90 minutes** (currently it is 2 hours)
- ✘ Can be assigned reserve days **POST roster publish**
- ✘ **No Accommodation standards** – the company is only required to provide “appropriate” accommodation
- ✘ **Can be contacted at any time** and on days off, no restrictions
- ✘ Sign on can be **45 minutes**, sign off **15 minutes**
- ✘ No 2-hr rule for reassigned duties into home base – if your duty is extended back into home base, as long as it fits into duty limits, **it can be changed to more than 2 hours after original duty.**

OFFSETS VS GAINS FROM THE 2020 AGREEMENT

We know that the company needed to make offsets in order to maintain our buffers and keep 9 DDOs from the 2020 draft. These came in the form of increase to maximum monthly hours and a reduced sign off time. However, the savings the company was able to make with these offsets meant we gained as well.

2020 DRAFT OFFSETS	2021 DRAFT GAINS
1) Maximum monthly hours increased to 144 2) Sign off time decreased to 20 minutes	1) RETENTION OF 9 DDOs 2) Reinstatement of Buffers for 1 & 2 DDOs 3) Rostering Committee with authority to approve pairings and file immediate disputes 4) DDO recognition payment of \$150

Cabin Crew Modern Award Link:

https://www.fwc.gov.au/documents/documents/modern_awards/pdf/ma000047.pdf

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