

BARGAINING UPDATE: FAQ ON MULTI-EMPLOYER BARGAINING



In a huge win as part of our plan to bring up standards in aviation, Menzies and Dnata have commenced discussions around multi-employer bargaining.

With the majority of Menzies and Dnata ground and cargo agreements expiring and bargaining set to kick off, the union has been exploring ways to deliver the best wages, conditions and job security to members across the country. Jobs across the country have been impacted by significant contract changes, so a clear strategy was required to provide the best results for members.

In the last bargaining round, members fought hard for agreements to be aligned and to win key claims. This put members in a strong position to attack this bargaining round together and maximise your collective strength.

It was clear from surveys and discussions that Menzies members want a national agreement. It is also clear that the threat of companies like Swissport undercutting and taking work is real.

For that reason, the union has met with Menzies and Dnata to explore how we use the brand new laws that enable multi-employer bargaining. Delegates from both companies have now met to discuss how this process could work and have endorsed a plan ahead to push for a multi-employer bargain.

Following delegate support, a first joint meeting was held with the companies to discuss multi-employer bargaining — a strong tool we can use to set industry standards and stop the race to the bottom.

Menzies and Dnata understand the need to set these standards and ensure the retention of contracts, leading to job security for workers.

All parties have committed to an intensive six-week period to work on an MEA. We have made it clear that no one's terms and conditions will go backwards through this process. This is a new process for all parties, but it's understood that the possible positive outcomes outweigh the risks. For that reason, we are committed to trying to make it work.

This is a huge breakthrough and could only be achieved by the work of members and delegates over recent years.

FAQ

Q. What is multi-employer bargaining?

- A.
- It's a new form of bargaining
 - Multiple employers with common interests in an industry (eg ground handling) can bargain together for a Multi-Employer Agreement
 - This stops them competing for work through lowering wages and conditions

Q. Which employers will be involved?

- A. • The initial bargain will include Menzies and Dnata and we will work to eventually bring all companies in

Q. Why is this a win?

- A. • As companies like Swissport pull the industry down, multi-employer bargaining will give workers huge power to improve pay & conditions for everyone
- For those with superior rates and conditions, this is about building on those and securing your jobs
 - For those with lower rates and conditions, it is about closing the gap
 - To win clients, companies often reduce pay and conditions which results in insecure work
 - Bringing up everyone together will improve job security for all workers
 - This is a massive win in the next phase of our plan to rebuild aviation and bring standards up in the industry across all companies

Q. How will it work if different sites have varied pay/conditions? Will I lose anything?

- A. • We've made it clear to Menzies that as part of this process the gap between the top and bottom rates must be significantly closed
- Multi-employer bargaining will give workers huge power to improve conditions and work towards closing the pay gap for everyone
 - Meetings with your Menzies delegates will be held on a local and national basis to ensure the specific needs of each port are included

Q. A Notice of Employee Representational Rights (NERR) has not been issued at my site yet?

- A. • A NERR is not required to commence Multi-Employer Bargaining

Q. How will the process work? Do I get a say?

- A. • Menzies members have been surveyed and a claim is being put together for endorsement
- Dnata members will be surveyed shortly
 - From there your team will develop a joint claim
 - Both Menzies and Dnata workers will vote to decide on the final MEA. Neither workgroup can be outvoted by the other or forced into the MEA

Q. What would a multi-employer agreement contain?

- A. • If we win a multi-employer agreement, it would contain:
- A number of joint conditions
 - Some stand-alone local rates and conditions

Q. What happens if multi-employer bargaining doesn't go ahead?

- A. • The great news is that your delegates have pushed Menzies to commit to bargain for a National Agreement if multi-employer bargaining doesn't go ahead
- This would still be a huge win

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Members at both Menzies and Dnata were able to achieve huge wins in the last bargains through sticking together. If you haven't already, now is the time to join and improve your wages and conditions.

If you're not a member, [scan the QR or click here code to join now.](#)



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