

# BARGAINING UPDATE: HAVE YOUR SAY!

Last week, Oceania returned with their final position, and the company **still failed to meet all your claims.**

**We will be coming out to sites to hear from you once we have a draft EA. It is now up to you to give your honest feedback on the deal - which we will deliver back to the company.**



## OCEANIA HAS COMMITTED TO:

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>✓ <b>30 June 2026 expiry date</b> to align with other companies in the industry to join in the collective fight</li> </ul> | <ul style="list-style-type: none"> <li>✓ <b>Max 6 consecutive days</b> at airports where the rosters allow</li> </ul> |
| <ul style="list-style-type: none"> <li>✓ <b>2 consecutive days off</b> at airports where the rosters allow</li> </ul>   | <ul style="list-style-type: none"> <li>✓ <b>Labour hire ratios</b> – max 20% labour hire</li> </ul>                   |
| <ul style="list-style-type: none"> <li>✓ <b>Labour hire to be paid the same as direct employees</b></li> </ul>  | <ul style="list-style-type: none"> <li>✓ <b>Inductions for new starters</b></li> </ul>                                |
| <ul style="list-style-type: none"> <li>✓ <b>Classification structure</b> that reflects skills and responsibilities required</li> </ul>                            | <ul style="list-style-type: none"> <li>✓ <b>Conversion to full-time employment</b> after 12 months</li> </ul>         |

## CLAIMS UNMET OR STILL UNDER DISCUSSION:

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>? <b>Agreed approach to introduce minimum hours of engagement</b> for part-time workers</li> </ul> | <ul style="list-style-type: none"> <li>✗ <b>Pay increases</b> that align with industry standards</li> </ul> |
| <ul style="list-style-type: none"> <li>✗ <b>Enhanced dispute resolution clause</b></li> </ul>   | <ul style="list-style-type: none"> <li>✗ <b>Enhanced consultation clause</b></li> </ul>                     |
| <ul style="list-style-type: none"> <li>✗ <b>Paid Meal breaks</b></li> </ul>   | <ul style="list-style-type: none"> <li>✗ <b>Redundancy as per NES</b></li> </ul>                            |

## NEXT STEPS

- ▶ Oceania has agreed to a drafting meeting to ensure the proper drafting of agreed claims.
- ▶ **We will be coming out to sites to get honest feedback on the deal once drafted that we will deliver back to the company.**
- ▶ The next bargaining meeting will be held **later this month.**



**NEXT MEETING**  
**LATE**  
**AUGUST**

### HAVE YOUR SAY

Complete this survey to make sure you have your say on what needs to change in your industry.

**SCAN THE QR CODE**  
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