
From: Stan Quinlivan <stanq@quinco.com.au>
Sent: Tuesday, 29 October 2024 12:37 PM
To: Jason Newell; ceo@skippers.com.au
Cc: Brad Roberts
Subject: RE: AFAP Correspondence - Skippers EA Bargaining Log of Claims

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Hi Jason,

In response to your claims please see below,

1. We are happy to discuss our views and reasoning against the pilots wishes and the AFAP wishes. We would look to include the transport allowance in the base salary.
2.
 - a.
 - i. We would look to discuss, however Level 3 would not be after 1 year. It is an incentive for the FO to get all his ATPL subjects, which would allow progression to begin training to be a captain. or a captain to attain the experience to meet the companies clients minimum requirements.
 - ii. The application of level 1 we also disagree with as the candidate is not capable of flying without a training captain and cannot operate in any capacity on his own.
 - b. CPI – we have paid CPI every year already so wouldn't look to change.
 - c. We have a CASA approved Company exposition which is already working, we don't see any way it works in a mutually beneficial way given the inconsistent nature of the work.
 - d. Please outline which ones are currently below the award? These have been increased yearly with CPI or to the award rates.
3. We will look to implement a new Bond, happy to discuss on a call.
4.
 - a. We will include this in the EBA as requested. This will be a voluntary option for the pilots.
 - b. Given the fluctuation in hours worked by our crew the 'ebbs and flows' will in general work in the pilots favour when we have a quieter period, We have no benefit coming to ourselves during a busy period. We currently have a contract for 9 F100 flights totaling 22.5 hours per week on that fleet, most pilots are flying once a week on contract flights. Any other work is adhoc and unknown.
5. Not something we are looking at exploring at this stage. Our incentives are to attain level 3 for both captain and first officer. A first officer who is not looking to attain their ATPL subjects is not of any benefit to the company and should not be rewarded with level 3 pay or a 'retention bonus' after 3 or 5 years, they should have already progressed to the captain pay scales.
6. Is this not already in the EBA? Can you please outline how this is different. As stated, we have one contract client with the F100 fleet and 2 contracts for the dash 8 fleet with one expiring at the end of the year so our main reliance is on ad-hoc flights a large majority of is booked on the day of the flight.
 - a. Skippers is regarded as a training ground to further someone's career or someone who likes working Monday to Friday lifestyle which is predominantly our schedule. Anything outside of the roster we have to get pilot consent to schedule them on.
7.
 - a. Please outline what you would put in that isn't covered by the award or the EBA.
 - b. Please provide suggested wording
 - c. We don't look to implement fixed term contracts. Please provide suggested wording.
 - d. If they aren't in the EBA they revert to the award. Don't see the need to include more in the EBA if it is not different to the award.

Look forward to hearing your thoughts on the above. Once we have a response we will organize a video call to discuss further.

Kindest Regards,

Stan Quinlivan
Chief Executive Officer
Accountable Manager

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From: Jason Newell <jason@afap.org.au>
Sent: Tuesday, 22 October 2024 11:57 AM
To: Stan Quinlivan <stanq@quinco.com.au>; ceo@skippers.com.au; Brad Roberts <brad.roberts@skippers.com.au>
Subject: AFAP Correspondence - Skippers EA Bargaining Log of Claims

Hi Stan,

Please find attached the AFAP log of claims as discussed at the last meeting.

The AFAP seek the opportunity to further discuss the proposed claims, which I believe would be positive prior to consideration and response.

Are you able to confirm if your teams has an available time over the next week?

Regards,

Jason Newell
Industrial Officer

