



PURPOSE AND CONTENT //

- · Effect of the new laws around bargaining:
 - · What might post 7 December 2023 look like
 - What are your options?
 - What has been going on at Airnorth?
 - What bargaining might look like under the new laws?

We want to make sure you know what is happening and what should be happening

2

WHAT HAS BEEN GOING ON AT AIRNORTH //

- Brief history of negotiations at Airnorth what actually applies? The <u>agreement</u>. The <u>amendments</u>. The <u>orders</u>.
- The letter what is it all about?
- · Airnorth's position:
 - · What has Airnorth been saying?
 - · What has Airnorth been doing?
 - · What does Airnorth look like today



WHAT HAPPENS ON 7 DECEMBER 2023//

- The Aircrew Logistics Pilots' Enterprise Agreement 2006 will terminate, and these are your options:
 - Air Pilots Award 2020
 - Application to extend the Aircrew Logistics Pilots' Enterprise Agreement 2006
 - New enterprise agreement



4



AIR PILOTS AWARD 2020// Wages • Schedule B? • E120 • E170/190 • Additions to salary Let's have a <u>look</u>



AIR PILOTS AWARD 2020//

Allowances

- · Engineering and other duties allowance
- Night operations
- Night vision goggles
- · Overseas duty
- · Accommodation and meal allowance
- Provision of transport and travel
- · Loss of pilot's licence allowance
- Telephone allowance
- Uniform or protective clothing allowance
- · Reimbursement of expenses generally
- Transport allowance



7

AIR PILOTS AWARD 2020//

- · Hours of work, days off and rest periods
- · Rostering arrangements
- Breaks
- · Facilitative provisions
- What has Airnorth been <u>asking</u>?

8

AIR PILOTS AWARD 2020//

Leave and Public Holidays

- Annual leave
- · Personal/carer's leave and compassionate leave
- · Parental leave
- · Community service leave
- · Unpaid family and domestic violence leave
- · Public holidays



AIR PILOTS AWARD 2020//

- Termination of Employment and <u>Redundancy</u> (look at <u>agreement</u> for comparison)
- Individual flexibility arrangements
- Training
- Transfers
- Facilitative provisions
- Consultation and Dispute Resolution



10

AIR PILOTS AWARD 2020// • What the *Air Pilots Award 2020* doesn't contain: • Seniority • FOQA • Guaranteed pay increases • What can a contract of employment do?

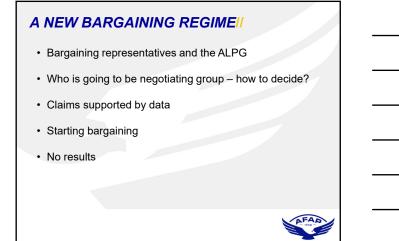
11

A NEW ENTERPRISE AGREEMENT//

Areas to look at in a new agreement

- · What are other operators doing?
- Rostering
- Fatigue
- FOQA
- · Sim protections
- Remuneration





13

A NEW BARGAINING REGIME

Bargaining going nowhere fast? Here are your options:

- Intractable bargaining
- Protected Industrial Action

14

OVERARCHING MESSAGES//

- We are in unique times use it
- · Act together, not us and them, this group and that group
- · Bargaining is not a tool to punish, use it solve problems
- Work out where you want to be ultimately you want a company that functions and also a workplace that is good to be at – a perfect agreement is one where both Airnorth Pilots and Airnorth the company can function well
- Think about your next steps and what you want the AFAP to do and tell us

END//

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QUESTIONS



16