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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



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**WHAT HAS BEEN GOING ON AT
AIRNORTH //**

- Brief history of negotiations at Airnorth – what actually applies? The [agreement](#). The [amendments](#). The [orders](#).
- 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



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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



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AIR PILOTS AWARD 2020



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AIR PILOTS AWARD 2020//

Wages

- Schedule B?
- E120
- E170/190
- Additions to salary

Let's have a [look](#)



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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



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AIR PILOTS AWARD 2020//

- Hours of work, days off and rest periods
- Rostering arrangements
- Breaks
- Facilitative provisions
- What has Airnorth been [asking](#)?



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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



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AIR PILOTS AWARD 2020//

- Termination of Employment and [Redundancy](#) (look at [agreement](#) for comparison)
- Individual flexibility arrangements
- Training
- Transfers
- Facilitative provisions
- Consultation and Dispute Resolution



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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?



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A NEW ENTERPRISE AGREEMENT//

Areas to look at in a new agreement

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



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A NEW BARGAINING REGIME//

- Bargaining representatives and the ALPG
- Who is going to be negotiating group – how to decide?
- Claims supported by data
- Starting bargaining
- No results



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A NEW BARGAINING REGIME//

Bargaining going nowhere fast? Here are your options:

- Intractable bargaining
- Protected Industrial Action



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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



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END//

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QUESTIONS