

10 Company culture: ✓ Please Tick

	Very Important	Important	Not Important
Feeling respected and valued by the company?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Genuine consultation between management and workers?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A better future for Gate workers and all aviation workers?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11 If there were 3 things you could fix at work what would they be?

1.

2.

3.

12 Pay Increases

According to the Australian Bureau of Statistics, cost of living increases measured as inflation (CPI) were 2.1% for the year to March 2017. The Reserve Bank forecasts inflation to be below 2% for 2017/18. **What pay increase would you personally be prepared to fight for?**

2% per year 3% per year Other _____ %

13 Together we are stronger ✓ Please Tick

	Yes	No	Not sure
Would you like to receive information and updates on what is happening with the EBA and your workplace?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Are you a TWU member?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Are you interested in joining our union, the TWU, and the campaign for a better future?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Are you interested in getting more involved in the campaign for a better, fairer deal for Gate workers?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14 Comments: Any comments you would like to make?
ABOUT YOU (Your personal details will be kept confidential):

First Name:

Last Name:

Postcode:

Mobile Phone:

Email:



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Authorised by Tony Sheldon
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Privacy Statement: Responses to this survey will be kept confidential, and your name or individual responses will not be used without your explicit permission.



TWU SURVEY. WHAT GATE WORKERS WANT.



Tony Sheldon TWU National Secretary

Negotiations have begun for a new EBA that will set rates of pay, standards and conditions for the next few years at Gate Aviation and Gate Gourmet sites across the country.

It's time Gate workers received a fair, decent national Agreement – because no matter where you work at Gate you deserve a fair EBA and a level playing field that leaves no one behind.

Together we're stronger, and your member-led TWU negotiation team will be backed by the combined power of thousands of TWU members across the Aviation industry to make sure we secure a strong EBA that can be the beginning of a better future for all Gate workers and the aviation industry.



John Berger TWU VIC/TAS Branch Secretary

We know that to ensure the strongest pay and conditions, we need to look not only at our ports and companies but at the whole aviation industry. Members across all companies face growing pressures, and, together we can work to resolve these issues across the industry.





TWU SURVEY. WHAT GATE WORKERS WANT.

1 Where is your Gate workplace? ✓ Please Tick

Sydney Perth Adelaide Melbourne Brisbane Cairns Darwin

2 Are you employed? ✓ Please Tick

Full-time Part-time Casual Labour Hire (*if Labour Hire, specify company*):

If part-time or casual would you like to become: Permanent Full-Time Permanent Part-Time

3 How many hours do you work?

During an average week? hours

During your busiest week? hours

4 How long have you worked in the aviation industry?

Less than 1 year	<input type="radio"/>
1 - 5 years	<input type="radio"/>
6 - 10 years	<input type="radio"/>
More than 10 years	<input type="radio"/>

5 What year did you start at Gate?

Less than 1 year	<input type="radio"/>
1 - 5 years	<input type="radio"/>
6 - 10 years	<input type="radio"/>
More than 10 years	<input type="radio"/>

6 Have you worked for another flight catering company before? ✓ Please Tick

Yes No

If yes where (please state):

Would you say the conditions are better, worse, or the same?

Better Worse Same Not sure

7 Workplace culture: ✓ Please Tick

	Yes	No	Not sure
Fair Pay: Do you think you are paid fairly for the work you do?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Respect: Do you believe Gate respects and values the job you do?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cost of living: Does your income adequately meet your cost of living?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement: Do you believe you will be able to afford to retire at age 65?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Penalty Rates: Are Penalty Rates a crucial component of your take-home pay?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you believe Gate respects and values the job you do?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you believe Gate prioritises Safety?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you feel hopeful for your future at Gate?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you have confidence in your management?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8 What do you think most influences your pay and working conditions? ✓ Please Tick

	No Influence	Little Influence	Some Influence	Lots of Influence
The economy?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Government policy and regulation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your union?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your employer?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your employer's contracts/clients?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Airport owners & authorities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lower or higher labour standards elsewhere in aviation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9 EBA issues – Pay, classifications ✓ Please Tick

	Very Important	Important	Not Important
A National Gate Agreement: It's important that Gate workers across Australia have one national Agreement across G.A.S., Cairns, Darwin, Sydney with fair minimum standards that doesn't leave workers worse off.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Getting the EBA Right: It's important that Gate workers get the right EBA that helps deliver for the future – not just any EBA, or a rushed EBA.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job Security: Not having to worry about not having a job tomorrow, or not enough money to cover living expenses.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary Increases: Annual % increases to salary that keep up with the cost of living.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Higher Superannuation: Additional 1% superannuation paid by the company (from 9.5% to 10.5%)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Full Back-Pay: To the last pay-rise.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An EBA that Doesn't go Backwards: An EBA with no loss of existing conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Additional Leave Options: Provisions around new types of paid and unpaid leave, ie Family Violence, Emergency Leave etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Protection of Personal and Carer's Leave: Fairer systems for personal and sick leave.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dispute Settlement: Better dispute settlement procedures that hold the company accountable when they do the wrong thing – or when you can't agree on changes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Right to Access Union Representation: Where and when you need access enshrined in the EBA.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Role of Union Workplace Delegates/Representatives: Provision in EBA for access to paid time for your workplace representatives to be able to properly represent you through bargaining rounds and union training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Better Workplace Health & Safety: Protections in the EBA with clearer processes and more information to ensure all crew are properly briefed about OH&S rights and responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supply Chain responsibility: Provisions that will mean Gate takes responsibility for what happens in their supply chain - Including workers' wages and conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Better Classifications: Revised classifications that better value the work you do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Airline Staff Travel: Access to airline staff travel benefits like airline-direct employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More Full-Time Jobs: More opportunities for full-time jobs for those who want them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Better Rosters: Improved rostering rules, with better notice and protections for you.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Hire & Casuals: Labour Hire casuals should have the right to work directly for Gate if they wish, and should receive the same as other Gate workers if they're doing the same job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Higher Minimum Part-Time Hours: The guaranteed minimum hours a Part-time worker receives should be increased.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fewer Grey Areas: Improved definitions and fewer Grey Areas to create more certainty about your rights.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
TEACHO: To attract and keep skilled workers, employers should contribute to TEACHO to ensure the industry remains safe, fair, skilled and productive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>