

BETTER SUPER & INCOME PROTECTION

The new EBA retains access to Income Protection but for the first time all Alpha workers will get access to additional Superannuation and to choose an Income Protection option that suits you.

The current Income Protection system stays until 1 January 2018 giving all Alpha works time to work out the best option that works for you, which could include:

- Accessing it through Super fund, or
- Getting your own tax-deductible Policy, or
- Not worrying about income protection and banking the extra Super.

TWU Super will provide a special income protection arrangement for Alpha workers who are in TWU Super by December, and will talk with you one-on-one over coming months to discuss your options.

From 1 January 2018:

- You can access Income Protection via your Super Fund with increased options and no need to pay extra – you can choose the best option for you, retain it if you leave Alpha, and not be out of pocket under the new EBA.
- Alpha's contribution to your Super will increase 1%, from 9.5% to 10.5%.

What does the extra Super mean?

In the EBA survey last year 88% of Alpha workers said they couldn't afford to retire by age 65.

That extra superannuation can make a big difference to your retirement, talk to your TWU rep for more information.

Alpha's commitment to a better future for you has only been attained by our strength on-the-ground.

**If you're not a member,
now is the time to join.**

**TOGETHER, WE ARE STRONGER.
JOIN NOW FOR A BETTER FUTURE.**

www.twu.com.au/join



TWU VIC/TAS John Berger P: 1300 727 614 E: info@twu.asn.au W: www.twu.asn.au



FINALLY. AN EBA WORTH VOTING FOR.

VOTE YES TO THE NEW ALPHA FLIGHT EBA

TWU members at Alpha have stuck together and maintained pressure on Alpha for a fair deal that delivers on the key issues you said matter for the new Agreement. As a result your TWU delegate-led bargaining team are recommending a Yes vote to Alpha's offer of:

- Fair pay increase that are better than CPI
- Full back-pay
- Increased job security
- Penalty rates and Award conditions protected in the EBA
- Better Consultation
- Increased Superannuation with more choices about Income Protection

SEE INSIDE FOR FULL DETAILS.

**A BETTER EBA IS JUST THE BEGINNING.
JOIN NOW FOR A BETTER FUTURE.**

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WHAT'S GOOD IN THE NEW EBA:

- ✓ **No negative changes and no trade-off of current conditions.**
- ✓ **Fair & Significant Pay Rises.**
Pay increases every year of the EBA that are better than CPI, including 2% from June 2017, 2% June 2018, 2% June 2019 – plus back-pay.
- ✓ **Full Back-Pay.**
2% Back-pay paid to October 2016 as a lump-sum cash sign-on bonus.
- ✓ **Increased Allowances.**
All allowances increased across the board such as Meal Allowances from \$7.47 to \$13.81 per occasion, and other allowances in line with % pay increase and new Complex Checker Allowance of \$1 per shift.
- ✓ **Increased Superannuation.**
Alpha's Superannuation contribution to your retirement increased by 10% from 9.5% to 10.5% of earnings.
- ✓ **More Income Protection Options.**
Current Income Protection system in place until 1 January 2018.
From 1 January 2018 you can access Income Protection via your Super Fund with increased options and no need to pay extra – so you can choose best option for you, retain it if you leave Alpha, and not be out of pocket under the new EBA.
- ✓ **Penalty Rates & Award protected in EBA.**
Key penalty rates and loadings protected in the EBA, so even if the federal government changes awards your penalty rates at Alpha are secured, along with other key award provisions written into the EBA.
- ✓ **Improved Job Security.**
Key measures to improve job security including full-time job guarantee of 50%, along with retaining and improving casual conversions, "Site Rates" to ensure labour hire doesn't undercut, increased minimum shift length for casuals employed by Alpha.
- ✓ **No B-Rates.**
No second tier rates like at Qantas and Dnata that sells out new workers in future and creates division.
- ✓ **Classifications Overhauled.**
Overhauled classification structure that better values and described the work and duties Alpha workers do, revised classifications and career paths for apprentices, no-one left worse off.
- ✓ **National Consultative Committee (NCC).**
Creation of a new National Consultative Committee (NCC) made up of TWU workplace delegates from every Alpha workplace around Australia, and meeting nationally on a regular basis to escalate and discuss Alpha worker's concerns.

- ✓ **New Complex Checker Allowance.**
New Complex Checker Allowance will be introduced within 6 months for workers undertaking complex checking work that carries additional responsibility and skills, and subject to criteria determined by the new NCC.
- ✓ **Better Rostering Provisions.**
Provisions for TWU reps to raise issues with rosters and rostering standards, and improve access to leave through discussions at new NCC.
- ✓ **Full-time Job Guarantees.**
Alpha will become the second employer in Aviation to guarantee that at least 50% of jobs will always be full-time.
- ✓ **Increased Minimum Part-time Hours.**
Minimum guaranteed hours for part-time workers increased to 25 hours per week.
- ✓ **Casual Conversions & Site Rates.**
Access to permanent jobs for casuals and requirements from labour hire companies to pay labour hire casuals Alpha's rates is retained and improved.
- ✓ **Better Consultation & Dispute Rules.**
Improved rules for Alpha around how they have to consult with workers and TWU reps when the company want to make major changes to give you a real say, and rules management has to follow when we don't agree.
- ✓ **Better Representation Rights at Work.**
Improved rights to access your TWU reps and organisers, representation in disciplinarys, and access to information in your workplace.
- ✓ **Fair Aviation Industry.**
Measures to improve the aviation industry such as Alpha's commitment to work with TWU on improving wages and conditions in the industry, enshrined in EBA, to improve the aviation industry and practices in Alpha's supply chain.
- ✓ **Fewer Grey Areas.**
Improved definitions and revised wording in the EBA to make it clear what the rules the company has to follow, and where workers' stand on key issues.
- ✓ **Improved Leave.**
Clearer rules around accessing annual leave and personal leave, and new leave types such as Family Violence Leave.

WHAT'S NOT IN THE NEW EBA:

- ✗ Paid meal breaks for all staff (retained for Drivers, not extended to everyone else).
- ✗ The wage increase we hoped for but a fair increase nonetheless.
- ✗ Airline staff travel.
- ✗ Cold/Hot Allowances remain unchanged and impractical.

NEXT STEPS:

- 17 July:** Agreement released to all Alpha workers.
- 24 July:** Voting begins via SMS, online, and telephone at 8:00am AEST.
- 28 July:** **VOTING CLOSSES AT 5PM AEST.**
- Aug/Sep:** **If a majority of Alpha workers vote YES – Fair Work Commission will approve the Agreement. Pay rises will be backdated to October 2016.**

JOIN TWU.
A better EBA is just the beginning.

By sticking together as TWU members we can hold management accountable every day, not just at EBA time.