

A•S•U national bulletin



Singapore Airlines

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Employees to take wage cut with no protection at Singapore Airlines?

Singapore Airlines and Singapore Cargo have announced to the Joint Consultative Committee (JCC) that the current financial situation of the company requires employees to take a wage freeze.

The SIA proposals

'Phase 1'

1. The introduction/ encouragement of voluntary unpaid leave:
 - Minimum 2 weeks
 - Must take all annual first
 - No accrual of anything (including length of service)

'Phase 2'

2. Freeze EBA pay increases from 1st April 2009 and replace the 2010 wage increase with the 2009 increase. Freeze any remaining annual increments and freeze increases to allowances.
3. To freeze the wages, the Company is seeking to vary your agreement by a vote. If employees vote yes to the agreement without any of the above listed increases, it will become binding.

Management Actions

Management have conducted road shows around the country explaining the reasons why this freeze is necessary and collecting feedback on how staff feel about the proposal.

Management have also commenced dialogue with the ASU in an attempt to reach an understanding around the processes to make such changes to your agreement.

What does the ASU think?

ASU members have faced difficult times throughout the airlines industry in the past including SARS and

September 11. For many companies financial difficulties were faced and managed when the ASU members and the airlines worked together.

The impact of the global economic crisis is another example of such a time. Whilst the company may face a real need to freeze wages, and maybe your bonus, it is very important the protections are put in place.

You need to be sure that in the event that profits increase and the economy improves that you are able to access those frozen wages as quickly and safely as possible.

The ASU is currently speaking with members to gauge their views and it is becoming very clear that members support the company's need to take these drastic steps but only with the inclusion of a strong review and protection mechanism locked into the agreement. That is not there in the current proposal and so we are working to convince the company that this must be included.

What happens next?

The ASU will continue to work with Singapore management in effort to see strong protections included in the variation to your agreement.

Your Organiser in each State will be responding to members to advice on the progress of these discussions. The contact details for your local Organiser are listed below.

Organiser	State	Phone
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