

Ratification Meetings

April 2019



Offer Comparison

	October 2018	February 2019	15 April 2019 (3 year) at 0900	15/4/19 Final Offer – Voting on this offer received at 1700
Salary and Taxable-Allowances Y1 GWI	2%	3%	3%	3%
Salary and Taxable-Allowances Y2 GWI	2%	2.5%	3%	3%
Salary and Taxable-Allowances Y3 GWI	-	-	2%	2%
Overnight allowance adjustment	-	-	\$1,000 increase on each salary step after GWI.	\$1,000 increase on each salary step before GWI, Part time Pro rated \$666.00.
One time payment (backpay)			3% of base salary and 2.25% on non-taxable allowances from expiry to date of signing (Note 1)	3% of base salary and 2.75% on non-taxable allowances from expiry to date of signing (Note 1)
Non Taxable Allowances Y1 and Y2	2%	2.25%	2.25%	2.75%
Insurance Capital Sum	\$175,000	\$225,000	\$225,000	\$225,000
Long Service Leave	-	-	Two weeks after 15 years (Air Nelson)	Two weeks after 15 years (Air Nelson)
Note 1: Subject to endorsement and ratification of the package				

Agreed enhancements

(All enhancements agreed without the Standby profile)

- 3 Year term
- \$1,000 increase on each salary step before GWI, Part time Pro rated \$666.00.
- 2.75% on Non Taxable Allowances per year on the term of the CA
- Back Payment/One Time Payment – Avg. of \$750 Gross per member
- 2 weeks Long Service Leave after 15 years
- Five ad-hoc leave days – as per clarification of CA
- New min rest and fatigue rules
- Rostering rules – same rules for all bases
- Part time leave provisions same as full time
- Meal break clause enhancement
- Increased part-time sick leave
- Golden days/48 hrs before leave & Single Day Off included in the CA
- Freight and Baggage allowance in Grooming
- Insurance increase
- Investigate rather than introduce dual rating (regional collective)
- R&S Clause included in CEA

What the % increases means to you

2019 Annual Minimum Wage - \$36,816.00

Annual Salary Full Time Cabin Crew

Annual Salary Part Time Cabin Crew

Step	Service	From the Effective Date
1	0 to 1	\$37,956
2	1 to 2	\$38,950
3	2 to 3	\$40,023
4	3 to 4	\$41,495
5	4 to 5	\$43,113

Step	Service	From the Effective Date
1	0 to 1	\$25,304
2	1 to 2	\$25,967
3	2 to 3	\$26,682
4	3 to 4	\$27,663
5	4 to 5	\$28,742

3.09%
5.7%
5.72%
5.62%
5.52%

3.09%
5.7%
5.72%
5.62%
5.52%

2019

Step	Service	12 months after the Effective Date
1 & 2	0 to 2	\$40,119
3	2 to 3	\$41,224
4	3 to 4	\$42,739
5	4 to 5	\$44,407

Step	Service	12 months after the Effective Date
1 & 2	0 to 2	\$26,746
3	2 to 3	\$27,483
4	3 to 4	\$28,493
5	4 to 5	\$29,604

3%
3%
3%
3%

3%
3%
3%
3%

2020

Step	Service	24 months after the Effective Date
1 & 2	0 to 2	\$40,921
3	2 to 3	\$42,048
4	3 to 4	\$43,594
5	4 to 5	\$45,295

Step	Service	24 months after the Effective Date
1 & 2	0 to 2	\$27,281
3	2 to 3	\$28,032
4	3 to 4	\$29,063
5	4 to 5	\$30,197

All 2%

All 2%

2021

Allowances

Clause 7.2 Responsibility Allowances Full Time Cabin Crew

Role	From Effective Date	12 months from Effective Date	24 months from Effective Date
Cabin Crew Trainer	\$7,725 per annum	\$7,957 per annum	\$8,116 per annum
CRM/Ground Trainer	\$4,635 per annum	\$4,774 per annum	\$4,869 per annum
Line Assessor	\$2,575 per annum	\$2,652 per annum	\$2,705 per annum

Clause 9.3.4 Responsibility Allowances Part Time Cabin Crew

Role	From Effective Date	12 months from Effective Date	24 months from Effective Date
Cabin Crew Trainer	\$5,150 per annum	\$5,305 per annum	\$5,411 per annum
CRM/Ground Trainer	\$3,090 per annum	\$3,183 per annum	\$3,247 per annum
Line Assessor	\$1,751 per annum	\$1,804 per annum	\$1,840 per annum

Clause 4.2.3 Call Back Rate (renumbered to Clause 4.2.5)

From Effective Date	12 months from Effective Date	24 months from Effective Date
\$193.91	\$199.73	\$203.72

Clause 8.3.2 Casual Daily Rate

From Effective Date	12 months from Effective Date	24 months from Effective Date
\$193.91	\$199.73	\$203.72

Clause 8.3.2 Casual Standby Rate

From Effective Date	12 months from Effective Date	24 months from Effective Date
\$96.95	\$99.86	\$101.86

3%+3%+2%
Increases

Clause 10 Overnight Allowance

From Effective Date	12 months from Effective Date	24 months from Effective Date
\$45.87	\$47.13	\$48.43

Clause 11.2 Lunch Allowance

From Effective Date	12 months from Effective Date	24 months from Effective Date
\$41.15	\$42.28	\$43.45

Clause 11.2 Dinner Allowance

From Effective Date	12 months from Effective Date	24 months from Effective Date
\$49.74	\$51.11	\$52.51

Clause 11.3 Breakfast Allowance

From Effective Date	12 months from Effective Date	24 months from Effective Date
\$16.58	\$17.04	\$17.51

Clause 12.2 Grooming Allowance

From Effective Date	12 months from Effective Date	24 months from Effective Date
\$843.34	\$866.53	\$890.36

Clause 9.4.2 Part Time Grooming Allowance

From Effective Date	12 months from Effective Date	24 months from Effective Date
\$562.94	\$578.42	\$594.32

2.75%
Increase

Rejected Claims

- Additional increase on Trainers/Assessors Responsibility Allowance
- TSM Allowance
- Living Wage
- 10 year Salary step
- 14 day roster
- Pass on Clause (Union only)
- Fleet specific
- Time and a half on home sby on public holidays
- Wording around rostering 5th day

How is Part Time changing?

- **Part Time – to treat annual leave and holidays the same as Full Time crew i.e. 31 annual leave days plus 11 Public Holidays.**
- As previously discussed, Etu lodged a case in the Employment Relations Authority. We are currently awaiting a hearing date from the authority, unless a resolution is achieved by way of an offer from the company.

IBPS Working Groups

The parties commit to form a combined Mount Cook Airline and Air Nelson IBPS Working Group during the term of the Collective Agreement to work together to:

- Draft a combined Regional Airline Collective Agreement. This combined Regional Airline Collective Agreement may include the procedures and protocols around the career pathway from Regional Cabin Crew to Air New Zealand Jet Cabin Crew.*
- Investigate dual rated Cabin Crew to become qualified and operate on the existing regional turbo-prop aircraft or any aircraft that is brought in to replace the existing turbo-prop aircraft.*
- Review the current structure and payment of non-taxable reimbursing allowances.*
- Review the current Home Standby provisions.*