

15 February 2016

Ref: ADM/CIR 05/16

To: All SIASU Members

Dear Comrades

Re: SINGAPORE AIRLINES LIMITED STAFF MEMBERS' COLLECTIVE AGREEMENT 2016

Highlights on the Collective Agreement (CA 2016)

We are pleased to inform you that Singapore Airlines Staff Union (SIASU) and Singapore Airlines Limited (The Company) after several rounds of negotiations had signed the Points of Agreement (POA) on 5 January 2016. The new Collective Agreement 2016 shall come into operation from 1st January 2016 till 31st Dec 2018 and payments shall take effect from 1st March 2016.

This is another milestone amongst our various achievements to promptly close the Collective Agreement after taking up office in June 2015. We thank you for your patience, support and confidence in SIASU.

In the spirit of transparency, the CA negotiating team felt that it is useful to provide some background and explain on the key changes in this CA. We hope that the details we provide would be able to clarify the rationale behind some of the changes.

Highlights of the changes are as follows:

1 SALARY RANGES

- 1.1 We have secured a 3% increase to the maximum points of the salary ranges, as shown below. The 3% increase to the maximum will provide headroom for future built-in service increments. The commencing salary for Grade C or EII ground staff with recognized diplomas has also been increased from \$1,840 to \$2,000. This means that existing ground staff with recognized diplomas whose salaries are below \$2,000 will see an increase of up to \$160 into their basic salaries.

Grade C	:	\$1,750 - \$2,870
Grade D	:	\$2,300 - \$3,675
Grade E	:	\$2,650 - \$4,260
Grade EII	:	\$1,750 - \$2,515
Grade EIII	:	\$2,260 - \$3,720
Grade EIV	:	\$2,670 - \$4,405

2 RATIONALISATION OF SHIFT ALLOWANCES

- 2.1 The meal allowances for ground staff members have been repackaged in the form of adjustments to the monthly and daily shift allowances.

Increase to Monthly and Daily Shift Allowances

Monthly/ Daily Shift Allowances	Current Rate	New Rate	Increase
Monthly Shift Allowance	\$140 per month	\$150 per month	+\$10 per month
Afternoon Shift Allowance	\$10 per shift	\$20 per shift	+\$10 per shift
Midnight Shift Allowance	\$20 per shift	\$30 per shift	+\$10 per shift

3 IMPROVEMENTS TO PROMOTIONAL INCREASE AND OTHER ALLOWANCES

- 3.1 Salary Increase on Promotional and Upgrading

Promotion to	Current Rate	New Rate	Increase
Grade C	\$130	\$140	+\$10
Grade D or EIII	\$170	\$180	+\$10
Grade E or EIV	\$180	\$190	+\$10

- 3.2 Acting Responsibility Allowance

Acting in	Current Rate (per month)	New Rate (per month)	Increase (per month)
Grade D	\$170	\$180	+\$10
Grade E	\$180	\$190	+\$10

- 3.3 Apron Driving Allowance

Staff members who drive and operate	Current Rate (per month)	New Rate (per month)	Increase (per month)
Category I equipment	\$50	\$60	+\$10
Category II equipment	\$55	\$65	+\$10
Category III equipment	\$70	\$80	+\$10

3.4 Flight and Route Planning Functions Allowance

Staff who are required to perform	Current Rate (per month)	New Rate (per month)	Increase (per month)
Flight and Route Planning functions	\$90	\$100	+\$10
Operational flight dispatch duties as Flight Dispatcher or Flight Dispatch Supervisor	\$120	\$130	+\$10

COMMON ITEMS

1 INCENTIVE ATTENDANCE PAYMENT (IAP)

- 1.1 IAP of \$350 is payable at the end of each calendar year if a staff does not take any casual MCs within the year. For each day of MC taken, \$50/\$70 will be deducted ie staff will lose their IAP once they take their 5th – 7th MC.
- 1.2 During the course of the negotiations, Management proposed to buy-out the IAP. While we were initially against the idea given that the IAP has been in our CAs for many years, we however managed to secure a buy-out at a very favourable rate of \$35 per month built into the basic salary of each staff in service as on 1 January 2016. The built-in of \$35 per month translates to an annual amount of **\$455** (based on 13 months and not inclusive of bonuses). For new staff joining the Company after 1 January 2016, there are already commensurate increases to the commencing salaries in the salary ranges, hence no one loses out.

2 ONCE-OFF LUMP SUM PAYMENT FOR UNION MEMBERS

- 2.1 Staff who are Union members in service as at 31 March 2016 and who remain as SIASU members until 31 December 2018 (expiry of the CA) shall be eligible for a once-off lump sum payment as per the table below. Any staff member who **voluntarily** ceases his/her membership from the Union before 31 December 2018 may have the applicable amount recovered.

Grade	Once-off Lumpsum Payment
FS/SS	\$300
LS/SS/ C / EI	\$400
CS/SS/ D / EII	\$550
IFS/ E/ EIII	\$700

CONCLUSION

While the Company's performance has shown improvements in the 3rd Quarter results, the business environment continues to remain challenging. Against this landscape, we feel that the CA secured is a fair and reasonable one for members. On behalf of the Executive Council, I would like to express our appreciation for your support, patience and encouragement to enable the Union to conclude an amicable and acceptable Collective agreement. I wish you every success as we continue to work together to strengthen our relationship and a good cohesive environment.

Thank you

Yours Fraternaly

S Rathakrishnan
General Secretary