

CUTTING EDGE



aviation union of southern africa

Registered as a trade union in terms of the labour relations Act, (Act 66 of 1995) as amended

Room 205, Hangar 5, Annex Building
SAA Technical Area,
O R Tambo Int. Airport
Tel: (011)978-6508
Fax: 086 696 2131 or
(011)978-3616
E-mail: info@ausa.co.za
Web: www.ausa.co.za



AUSA & SA EXPRESS MANAGEMENT MONTHLY MEETING DD. 12 APRIL 2017

Dear Members,

Herewith some feedback on our Monthly meeting with Management on 12 April 2017 for your information.

1. **Salaries for full cert technicians to be linked to years certified**
 - ◆ This a negotiable item and will addressed in the negotiations forum

2. **Acting shift managers , team leaders and any other higher position, appointment criteria to be clarified**
 - ◆ The Company will look at acting policy
 - ◆ The minimum requirement for post and guidelines will be looked at
 - ◆ All three areas are different
 - ⇒ This point will be discussed at the next meeting.

3. **Technicians are struggling with basic operating requirements and services like tugs and GSE**
 - ◆ Tugs not part of Technical
 - ◆ Basic operation requirements must be taken up with the Line Manager

4. **Union to be involved with the merger, media claims that its happening, but the employees heard nothing yet from the company**
 - ◆ The Union also asked clarity regarding the "Bain & Company" media claims, regarding the future merger of the Company and why are Management employees from Denel been seconded to SAX, as it seems to us that they could be the possible merger party.
 - ◆ The Company informed us that no consultation process has started, and that they will consult with us when required.
 - ◆ They requested that we do not listen to roamers and rather ask, if we need information.

5. **Quality Controllers job titles and responsibilities to be clarified, which department the report to**
 - ◆ They all have Job Descriptions and are reporting to the QC Manager, however a new structure will be made available next week, that will indicate the reporting structure

6. **Additional data administrators to be employed on the line , others hardly take leave because the workload is too much**
 - ◆ Interviews are taking place today (12 April 2017) and problem should be resolved once the new administrators are appointed

7. **Required to fetch outstation envelopes from SAA aircrafts and it's not even in their job descriptions**
 - ◆ Must be discussed with the Manager regarding a possible solution
 - ◆ Procedure to do task must come from employees
 - ⇒ This point will be discussed at next meeting

8. **The Company is in financial difficulty, however they still employing people**
 - ◆ SAX approved structure is for ± 1400 employees but currently its below 1000, for this reason critical post have to be filled

9. **Why are we leasing engines instead of repairing the ones we have, it must be cheaper to repair instead of leasing?**
 - ◆ Leasing is cheaper than repairing /overhauling due to the current cash flow
 - ◆ It's also not clear, at this stage what the A/C fleet would be in the future

10. **The efficiency of stores not up to standard, "every other department has to do things to keep the store running" what is stores doing to ensure efficient service to their internal clients? (basic printing, confirming of issues slips... may be small matters, but it's busy adding up and time consuming, why must workshop put in an order for an empty bin instead of the personnel from stores?)**
 - ◆ Management asks if this is not a discipline issue.
 - ◆ The only outstanding training is dangerous goods
 - ◆ Currently the Manager is responsible for training but the new structure and appointments in QA/QC should resolve this matter.

11. **We have to supply our own coffee and tea on the line, where it is supplied in Corporate**
 - ◆ Coffee and Tea are available to all employees, must just be collected.

12. **A course structure and time frame for each individual member in advance (Personal Development Plan)**
 - ◆ Labour is asked to provide proposal at next meeting.

13. **Monthly GM and managers meetings with the employees**
 - ◆ Management wants to know what the purpose will be for this meeting.
 - ◆ Management also question if information are going down to employees on the floor
 - ◆ A proposal was made, that it should be quarterly meeting
 - ⇒ This point will be discussed at next meeting.

14. **Tool allowance**
 - ◆ This a negotiable item and will addressed in the negotiations forum

15. **Can we have confirmed rebate tickets, SAX, SAA and international**
- ◆ This is a policy matter and be should discussed at Company level
16. **A breakdown of type course cost and why can't we do a type course in house to reduce cost**
- ◆ The first question, are pilots bonded as well? (Company responded "YES" but we need proof)
 - ◆ We require a breakdown of the actual cost, for each type course
 - ◆ The bonding cost should be fair and reasonable and not include any additions
 - ◆ Why increase the bond period from 2 to 5 years
- ⇒ This point will be discussed at next meeting.
17. **Avionic release allowance Person select criteria and position requirements**
- ◆ This a negotiable item and will addressed in the negotiations forum
18. **Acting allowance issues**
- ◆ Line Managers must inform HR payroll in advance if person is acting, to finalise the acting contract for payment
19. **We pay R150 for parking, SAA pays R30**
- ◆ Management also asked why R150.
 - ◆ The Company will look at the lease agreement with SAA to verify this amount.
- ⇒ This point will be discussed at next meeting.
20. **S&T for tech personal to be revised when travelling domestic for breakdowns, it's been sitting at R130 per day for the last 7 years and pilots receive R280 a day**
- ◆ This a negotiable item and will addressed in the negotiations forum

We will keep you updated. Should you have any queries do not hesitate to contact Bergill on (011)927-2063.

Regards
Frank Mackenzie
President