



Worklife Balance/ Quality of Life

Women/Parents and Carers are worst off

Women/parents can no longer look after children; it's so much harder if you have minimum rest between trips and hardly ever home.

Women trying to have a baby – are finding it very hard even to be at home at the right time. We are about women's and parents' rights!

AV spans are a huge problem, and the company has recognised this. It's an issue in their business operation, and that's why it has been addressed. With EBA11, crew that are caregivers had to accept a 25% cut in pay to get the same amount of time off to care for their loved ones.

Our Proposal

We will fight for your right, to have a balanced life with adequate rest and provisions for women, parents and carers.

Fatigue

East-West flying combined with the vast time difference and the lack of sleep. Due to some crew's language badges, we see crew constantly doing South America flying. Patterns from SYD to South America and then on your following pattern to South Africa have effects on the mind and body. This needs to be examined from a Work, Health and Safety perspective. It's not in the best interest of the company. We have fatigue issues and fatigue medical leave. We must address the underlying problem causing it, providing a band-aid for the symptoms.

Our Proposal

Based on health and science studies, set restrictions on how often you can fly from east to west, and make sure there's enough rest in between trips to allow for proper recovery.

World's Best Practice

We will look at worlds best practice, Australian airlines must live up to their principles of Environmental Social and Governance (ESG). In collaboration with the airlines, we will prioritise the well-being of the crew and remind them of both their duty and their values are actively promoted within their organisation.

Our Proposal

We will advocate to taking all necessary measures and exploring every avenue to reinstate balance in the physical, mental, and working lives of the crew. It serves no one's interest to employ crew members who are fatigued and unable to perform their safety duties effectively.

Fair Distribution of Work

At present, the process for allocating highly sought-after trips lacks transparency and cannot be audited. This has led to reports of certain crew members consistently receiving preferred assignments, while others repeatedly bid without success.

Our Proposal

We suggest implementing a cap limit to balance demand against availability and propose that crew members who do not receive their bid for a preferred trip in a current roster be given increased priority in subsequent rosters. Transparency is essential in this system to build and to maintain trust. There must be a definition of what Fair Share is and how it functions.