



# *SINGAPORE AIRLINES STAFF UNION*

Airline House, SIN ALH 05-A, 25 Airline Road, Singapore 819829. Tel 6541 6090/97 Fax 65459221

## Chairman's Message

2nd Feb 2009

Dear Comrades,

May I take this opportunity in wishing all our SIASU members a Happy Lunar New Year, Good Health and all the Best Wishes in the year of the Ox!

Given the current global conditions, several new issues and economic challenges have arisen that I will address in this message.

In view of the economic climate, we must rally and work together as we face a difficult year ahead and at the same time ensure the company stays viable and afloat as Singapore faces possibly her most trying challenge in recent years.

Looking ahead, the negative macroeconomic environment and weakening demand will continue to affect us in a significant way.

The labour movement is working closely with companies to promote SPUR (Skills Programme for Upgrading and Resilience); a program to retrain excess manpower; and the Jobs Credit scheme announced in the Budget to save jobs.

Nonetheless, we remain hopeful under all circumstances. This is because we have a Government that cares and will work on practical ways to address workers' concerns.

Let us stay the course united to do well and do more in service to our members.

### **1. Collective Agreement 2007.**

After many months of tough and tireless negotiations, I am delighted to announce that our Collective Agreement 2007 was signed on the 22nd of January 2009.



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One of the queries often raised by members concerns the gratuity payable to crew who are on contract terms.

To clarify;

Crew who have had their contract renewed or who have been newly contracted as of 1st July 2008 will have their gratuities based on the new Collective Agreement 2007.

All other contract crew, who signed their current contract before 1st July 2008, would have their gratuities based on the original terms of that contract.

## **2. Service Increment Negotiations.**

The Service Increment Negotiations for 2008 /2009 have also been completed and signed on 22nd of January 2009.

Given the current economic climate, SIASU has managed to secure an increment of 3% compared with the 4% increment it secured for the previous Service Increment.

Details of the increment would be available via web mail.

## **3. Reduction of linked flights.**

Currently; considering the increased strength in Standby numbers due to the cuts in flights and due to the introduction of variable crewing for 4 new flights into BOM, CCU and PEK;  
Cabin Crew Management has agreed to de-link flights operating into LHR, CDG, PER and BNE temporarily.

This measure was implemented recently as the concept of having linked flights has changed from just linking any 4 to 6 days flights to now considering what the crew numbers are at any given period.



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Tighter crewing numbers would instead be the trigger for flights being linked.

Nevertheless comrades, our endeavour to delink such flights to mitigate crew fatigue is still ongoing.

#### **4. Non-Standby COP Disruption Allowances.**

Historically, when crew had their COP disrupted for stations with no Standby provision, the agreement with Management was to reimburse the crew their original COP allowance.

We have helped the company save on the costs of maintaining a Standby pool outstation and have operated flights with minimum rest to ensure our passengers maintain their trust in our company's commitment to operational efficiency and her commitment to our passengers' interests.

Cabin Crew Management must remember our sacrifices and honour this agreement.

It is then disturbing and gravely disappointing to note that a Senior Management Staff is currently trying to re-interpret this agreement as inapplicable if the arriving set of crew is immediately informed of the disruption upon arrival into station whilst still on board the aircraft.

What difference, if at all, should the timing of such notice make?

Whether the set is informed immediately upon arrival or at the hotel it is still a COP disruption.

Why should the spirit of the previous agreement be dishonoured by such twisted arguments?

We urge management to remind any of the management staff to respect and honour such agreements and not belittle our trust in their goodwill with such unsuitable arguments.



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## **5. Spot-Checks on Cabin Crew.**

We recently had another spate of spot-checks done on a few sets of Cabin Crew into Singapore by SATS police as arranged by Cabin Crew management.

SIASU has expressed its unhappiness and disappointment with management as to why such random spot-checks target only the Cabin Crew and not on any other staff who are also in the aircraft in the course of their work.

Cabin Crew Management claims that the spot checks are done when tip offs are given and, to avoid accusing any crew individually, the whole set is then searched. Further as they are unable to ascertain from which exit the targeted crew would depart, spot-checks are conducted at different exits and on the crew who happen to arrive at that time frame.

This indiscriminate, expansive method of subjecting the faultless majority of cabin crew to such searches is UNACCEPTABLE.

Dignity and respect has to be given to the worker. A puritanical target of eradicating pilferage CANNOT justify humiliating decent and upright individuals to such suspicion and such invasive searches.

Management must realize that they cannot pretend to respect any Cabin Crew and conversely conduct random searches targeted at the Cabin Crew alone.

How does Cabin Crew Management expect to cultivate and reinforce trust and responsibility with Cabin Crew when the methods used are discriminatory, invasive and demeaning?

Management MUST be sensitive to the sentiments of the workers in these trying times.

It has to rethink its approach and adopt positive measures to instill the sense of belonging to the company and inculcate the right values.

## **6. Requiring crew to report to the office for minor investigation, MC reviews, performance reviews and BMI checks.**



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This is another example of the lack of sensitivity and respect in Management's administration of Crew.

Despite the scarcity of off days due to tight COPs, and despite the briefness of actual free time for one's family, management staff have no qualms in calling crew down to the office, for such reviews and investigations that it deems necessary.

In our push for productivity and cost savings, the sacrifices should not be at the expense of time for the workers' families and rest. Such reviews and clarification can be done through other avenues.

Management has to recognize that if the crew is asked to report to the office for such reviews, then transport claims should be permitted.

Further the demeaning requirement for crew to report to the office in uniform to be weighed for BMI checks HAS to stop. A more sensitive, respectful and acceptable measure has to be found.

Such a practice only reflects on the sad state of empathy Cabin Crew management has for us.

## **7. Global Financial Crisis.**

Comrades, the Global Financial Crisis has caused grave concerns regarding the impact it would have on our daily operations, wages and job security.

Management has proposed measured contingency plans based on different scenarios to mitigate the impact as much as possible.

I pledge to you; we will ensure that any contingency measure proposed would be in the interest of job security and would be justifiable and fair.

We need to recognize that in such times, we must stand united with our company to face the challenges from this Crisis with resolve and courage.

Comrades, Unity is our strength.

Given our tenacity, resilience and fortitude in past crises, we will prevail.



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Yours truly,

Alan Tan.  
Chairman,  
Cabin Crew Division