



SINGAPORE AIRLINES STAFF UNION

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

Dialogue Session With The Union

A Dialogue session with the union has been scheduled on the 31st of Jan 2008, 1400Hrs at STC Auditorium.

This dialogue session will cover the details of the Collective Agreement.

MXP COPs

Recently, there is an “Unhealthy Element” in Cabin Crew who are trying to DECEIVE the general crew population and confuse the crewmembers. They had distributed flyers about the MXP COPs, with ‘malicious’ intent, thinking that all crewmembers are not a thinking lots. Please click Alan Tan’s Latest Message and MXP COPs for the TRUTH.

Union Office

The Cabin Crew Branch Office at T2 is currently closed as we will be re-locating to T3. The T3 branch office is named as SIASU Branch Office and will be opened at T3, tentatively on 09th January 2007 and will cater to all SIASU members. As stated in our election Manifesto, a clerk will be employed to man this office. The office will be located next to the new Cabin Crew Control Center. Renovation work will start soon. Meanwhile, crew members can call any SIASU delegates when they need assistance or need answers to their queries.

Male Crew Uniform

The changes for the male cabin crew uniform will take effect in 2nd quarter of 2008. It will be tailored and not from the rack.

Concerns Of A380 Crew

There were many feedbacks from crew operating on the A380 fleet. SIASU had taken up these feedbacks and had conveyed these feedbacks to Cabin Crew Management.

Currently, the A380 crew allowances are below par as compared to the general crew who are not A380 trained. The average less monthly earnings of the various ranks of those operational on A380 to the other crew members are as follows: - FS/SS: S\$10, LS/SS: S\$50, CS/SS: S\$150, IFS: \$120.

Furthermore, the A380 crew had also feed backed to SIASU that the cumulative fatigues from too many SYD flights are affecting them both physically and mentally.

Management had reverted that with the progressive injection of additional crew on the A380 fleet, the number of SYD flights rostered per crew will be reduced. The current injection of 80 more crewmembers will ease the frequency of crew being rostered for



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SYD. Management also assured SIASU that 02 OFF days will be rostered after the 1st rostered SYD flights if crew is rostered 02 SYD consecutively.

SIASU had also encouraged Management to look at the option of calling up crew who are rostered SSS7 (prior to their SYD flights), to be called up for flights sector of less than 03 hours instead of flights sector of more than 03 hours (eg. CAN, etc) if there is a need for turnaround operations. This will help in crew fatigue management.

Management had also reverted that they will take a manual look at A380 crew's earnings and will try to bring up the earnings to that of the general crew. This process will be done manually.

Cairo (CAI) Crew Complement

Currently, SQ 492 are operational 03 times a week (Tues, Wed, Sat). The Tuesday operation will be rostered with 11 crew members whilst the other 02 flights will be rostered with 10 crew members and a top up of 01 additional crew will be done by Control Center when the total passengers load exceed 70%.

Hotel In London

Crew feedback that a change of hotel for SQ 322 from the Cumberland to Copthorne Tara is a move at "downgrading" is baseless. This malicious rumours, spread by irresponsible person/s, are ill-intent. The reason for the move was because there was many occasions whereby crew members arriving on SQ 322 had to wait more than 03 hours for their hotel rooms. This is unacceptable as crew members needed their rooms expeditiously to enable them to rest after operating the long haul flights.

Concerns Of IDFSS

There are many feedbacks from our IDFSS concerning their earnings as compared to the general crew populace. The IDFSS are currently employed on local terms as the other crew members. SIASU had addressed these concerns with Management. SIASU had suggested to Management to re-look the crew complement of IDFSS deployed on the West Asia COPs and if possible to reduce the numbers. This will allow the excess IDFSS to be rostered for other flights so as to help in improving their monthly earnings.



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Appointment Of Legal Advisor

SIASU had appointed 'Netto & Magin LLC, Advocates & Solicitors' as our legal advisor. This is to advise the Union on legal matters. Currently, SIASU had no legal advisor on a retainer.

Collective Agreement (C.A.)

Currently, SIASU and Management are in the midst of negotiations. There are more than 14 Cabin Crew items that are under negotiations. We had had 04 sittings, the last sitting was on 13th December 2007 and the next sitting (05th) is scheduled for the 27th December 2007. All sittings are conducted at STC. SIASU had formed a permanent six members CA team to conduct the negotiations. Since the 04th sittings, there is some progress and movements in the negotiations.

Electronic Version Of Grievance Form

We are conducting a trial on the submission of Grievance & Feedback Form via email. We will try to respond to it at the soonest possible moment.



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December 2007

Dear Friends and Colleagues

It's been a while since I have written to you, my esteemed members.

Herein, I would like to inform memberships of current on goings and updates, so as to alleviate the rumours which are currently in circulation by "unhealthy elements" who have the intention of derailing our C.A negotiations.

So far we had four (04) sittings with SIA management to negotiate the Collective Agreement (C.A). We will be having our fifth (05) C.A negotiations on 27th December 2007. There is currently more than fourteen (14) Cabin Crew items on the table which both your Union and SIA Management are actively negotiating. We will update progress of the C.A periodically through our other communication channels, namely, the Wednesday walk-a-about and through SIASU representatives during flight duties (outstations).

At the last C.A meeting which was held on 13th December 2007, there is some positive movement on the items negotiated.. Your Union will negotiate for a fair C.A. I would, with confident, like to assure memberships that this C.A will be better than the last. We have a C.A team which comprises SIASU representatives of different ranks and different academic qualifications who are very well versed with mathematical figures and who also understand the ground sentiments.

On the early morning of 20th December 2007, there was an irresponsible act by a crew/group of crew who had placed hundreds of copies of flyers in Control Center with the intent of demoralizing and confusing the crew.

This "unhealthy element/s" should have distributed the flyers which is TRUTHFUL and not HALF TRUTH and showing only selective information.

Herewith, I have linked the MXP COPs from the early days when the station came on line. This current MXP COPs, was inherited from the PREVIOUS SIASU Cabin Crew UNION.

This current SIASU Committee takes a serious view of the ill intent of the person/s and thus had escalated this act to Higher Management.



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I always believe in the mantra “there is freedom of speech, but the content will cost” and thus legal action will be taken against those person/s who have acted irresponsibly.

SIASU have also asked Higher Management to view the surveillance cameras which are placed in Control Center to identify the culprit.

That person/s has to be responsible for the action that he/she/they have undertaken.

In this communiqué, I would also like to inform members that my committee and I take every feedback from members very seriously and will act to resolve members’ feedbacks expeditiously.

Lastly, for those who had given their support during our “1st Dialogue With Your Union” which was held at the STC Auditorium on 2nd October 2007, my Committee and I would humbly like to extend our appreciations.

We had collated the Q & A from the Dialogue session and had put forth members’ concerns to Cabin Crew Management. We will be putting up the Q & A in our website.

Please log into our website periodically for updates.

On behalf of my Committee, I would like to wish all members ‘Compliment of the Seasons’ and a Wonderful 2008. May you and your loved ones be happy and healthy always.

Yours Sincerely

Alan Tan
Chairman

Cabin Crew Division

CABIN CREW OPERATING PATTERN FOR NORTHERN WINTER 2006
EFFECTIVE PERIOD: 29 OCTOBER 2006 TO 24 MARCH 2007

MXP																	
CREW	#	COP NAME	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MOA
1.11E+10	11	MXP-1-78	378E	..MXP	MXP	378E/377E	MXP	377E	---								\$ 1,437.00
		MXP-1-78				(BCN)											
1.11E+10	11	MXP-3-78			378E	..MXP	MXP	378E/377E	MXP	MXP	377E	---					\$ 1,773.50
		MXP-3-78						(BCN)									
1.11E+10	11	MXP-5-78					378E	..MXP	MXP	MXP	378E/377E	MXP	377E	---			\$ 1,773.50
		MXP-5-78									(BCN)						

CABIN CREW OPERATING PATTERN FOR NORTHERN SUMMER 2007
EFFECTIVE PERIOD: 25 MARCH 2007 TO 27 OCTOBER 2007

MXP																	
CREW	#	COP NAME	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MOA
1.11E+10	11	MXP-3-PU			PU378C	..MXP	IPN(AZ101365E	---									\$ 811.00
1.12E+10	15	MXP-3-78			378C	..MXP	MXP	378C/377C	MXP	377C	---						\$ 1,532.50
1.12E+10	15	MXP-5-78					378C	..MXP	MXP	378C/377C	MXP	MXP	377C	---			\$ 1,869.00
1.12E+10	15	MXP-7-78							378C	..MXP	MXP	MXP	378C/377C	MXP	377C	---	\$ 1,869.00
1.12E+10	15	MXP-2-78		378C	..MXP	MXP	MXP	378C/377C	MXP	377C	---						\$ 1,869.00
1.12E+10	15	MXP-3-78			378C	..MXP	MXP	MXP	378C/377C	MXP	MXP	377C	---				\$ 2,205.50
1.12E+10	15	MXP-5-78					378C	..MXP	MXP	..MXP	MXP	378C/377C	377C	---			\$ 1,869.00
1.12E+10	15	MXP-7-78							378C	..MXP	MXP	MXP	378C/377C	MXP	377C	---	\$ 1,869.00

CABIN CREW OPERATING PATTERN FOR NORTHERN SUMMER 2007
EFFECTIVE PERIOD: 25 MARCH 2007 TO 27 OCTOBER 2007

MXP																	
CREW	#	COP NAME	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MOA
1.11E+10	11	MXP-3-PU			PU378C	..MXP	IPN(AP296365E	---									\$ 828.00
1.12E+10	15	MXP-2-78		378C	..MXP	MXP	MXP	378C/377C	MXP	377C	---						\$ 1,912.00
1.12E+10	15	MXP-3-78			378C	..MXP	MXP	MXP	378C/377C	MXP	377C	---					\$ 2,256.50
1.12E+10	15	MXP-5-78					378C	..MXP	MXP	..MXP	MXP	378C/377C	377C	---			\$ 1,912.00
1.12E+10	15	MXP-7-78							378C	..MXP	MXP	MXP	378C/377C	MXP	377C	---	\$ 1,912.00
1.11E+10	11	MXP-2-78		378C	..MXP	MXP	IPN(AP296365E	---									\$ 1,172.50
1.1E+08	4	MXP-2-F1		378C	..MXP	PU377C	---										\$ 591.50
1.12E+10	15	MXP-3-78			378C	..MXP	MXP	378C/377C	MXP	377C	---						\$ 1,567.50
1.12E+10	15	MXP-5-78					378C	..MXP	MXP	378C/377C	MXP	377C	---				\$ 1,567.50
1.12E+10	15	MXP-7-PU							PU378C	..MXP	MXP	378C/377C	377C	---			\$ 1,223.00
1.12E+10	15	MXP-7-78							378C	..MXP	MXP	MXP	378C/377C	MXP	377C	---	\$ 1,912.00
1.11E+10	11	MXP-3-PU			PU378C	..MXP	IPN(AZ101365E	---									\$ 828.00

CABIN CREW OPERATING PATTERN FOR NORTHERN WINTER 2007
EFFECTIVE PERIOD: 28 OCTOBER 2007 TO 29 MARCH 2008

MXP																	
CREW	#	COP NAME	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MOA
1.12E+10	15	MXP-2-78		378C	..MXP	PU377C	---										\$ 493.00
1.12E+10	13	MXP-3-78			378C	..MXP	MXP	378C/377C	MXP	377C	---						\$ 1,469.00
200000	2	MXP-3-F1			378C	..MXP	MXP	377C	---								\$ 837.50
1.12E+10	13	MXP-5-78					378C	..MXP	MXP	378C/377C	MXP	377C	---				\$ 1,469.00
200000	2	MXP-5-F1					378C	..MXP	MXP	377C	---						\$ 837.50
1.12E+10	15	MXP-7-PU							PU378C	..MXP	MXP	378C/377C	377C	---			\$ 1,124.50
1.12E+10	13	MXP-7-78							378C	..MXP	MXP	MXP	378C/377C	MXP	377C	---	\$ 1,813.50
200000	2	MXP-7-F1							378C	..MXP	MXP	377C	---				\$ 837.50
1.12E+10	13	MXP-1-78		378C	..MXP	MXP	378C/377C	377C	---								\$ 1,124.50
200000	2	MXP-1-F1		378C	..MXP	MXP	377C	---									\$ 837.50
1.12E+10	13	MXP-2-78			378C	..MXP	MXP	378C/377C	377C	---							\$ 1,124.50
200000	2	MXP-2-F1			378C	..MXP	MXP	377C	---								\$ 837.50
1.12E+10	13	MXP-3-78			378C	..MXP	MXP	378C/377C	377C	---							\$ 1,124.50
200000	2	MXP-3-F1			378C	..MXP	MXP	377C	---								\$ 837.50
1.12E+10	13	MXP-4-78					378C	..MXP	MXP	378C/377C	377C	---					\$ 1,124.50
200000	2	MXP-4-F1					378C	..MXP	MXP	377C	---						\$ 837.50
1.12E+10	13	MXP-5-78					378C	..MXP	MXP	378C/377C	377C	---					\$ 1,124.50
200000	2	MXP-5-F1					378C	..MXP	MXP	377C	---						\$ 837.50
1.12E+10	13	MXP-6-78						378C	..MXP	MXP	378C/377C	377C	---				\$ 1,124.50
200000	2	MXP-6-F1						378C	..MXP	MXP	377C	---					\$ 837.50
1.12E+10	13	MXP-7-78							378C	..MXP	MXP	378C/377C	377C	---			\$ 1,124.50

-----> PREVIOUS CABIN CREW UNION COPs

-----> ALAN'S TAN CURRENT UNION COPs

-----> SIMILARITY OF COPs (AS THERE IS NO MORE PAXING TO FCO DUE TO REDUCE FREQUENCY EX-FCO, CREW ARE CURRENTLY PAX BACK TO SIN)

NOTE :

Dear Fellow Crew Member,
Whoever is trying to show you a comparison of the Summer '07 and Winter '07 MXP COP should play it fair and show you the whole transition of the COPs during Summer '07. By showing only a **SELECTIVE** section to support their argument is trying to **DECEIVE** you.
This current MXP COPs has already been in existence since 10 SEP 07 - 27 OCT 07 and this was agreed by the past UNION.
The only **DIFFERENCE** is that due to the reduction of FCO frequency, there is no longer a need to PU 11 crewmembers there and as such the entire set is position back instead of just 04 crewmembers. As for the allowance, the table below show the OLD LMA (wef 1st Jan 2007) and the NEW LMA (wef 1st Jul 2007). This was agreed by the previous UNION.
For information to all crewmembers, Alan Tan and the Heart Party took office on 28th July 2007 and were involved in the Winter 2007 COPs. The previous COPs had involved the previous UNION.

Revision in Location Meal Allowance Rate (LMA) wef 1st January 2007

Region	Breakfast	Lunch	Dinner	Total
	S\$	S\$	S\$	S\$
Australia / New Zealand	47	83	108	238
Orient	35	70	85	190
USA / Canada	36	72	93	201
Europe	66	109	141	316
Japan	48	93	123	264
Middle East	40	59	75	174
South Africa	36	51	66	153
South Asia	19	37	48	104
South East Asia	33	49	64	146

The revision is due to exchange rates fluctuations.

Revision in Location Meal Allowance Rate (LMA) wef 1st July 2007

Region	Breakfast	Lunch	Dinner	Total
	S\$	S\$	S\$	S\$
Australia / New Zealand	50	88	114	252
Orient	34	70	84	188
USA / Canada	36	72	93	201
Europe	67	112	145	324
Japan	46	89	117	252
Middle East	41	60	76	177
South Africa	36	51	67	154
South Asia	20	39	50	109
South East Asia	35	51	66	152

The revision is due to exchange rates fluctuations.



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To all Members.

Recently, there were wild messages circulating regarding the Collective Agreement.

These messages started circulating soon after flyers were placed in control centre regarding the MXP COP. They were sent out by irresponsible individuals who did not take the effort to analyse the numbers and its impact.

The Heart Team has always advocated a transparent system. We are committed to YOU. Rest assured that we will do things different from the PAST. We WILL NOT SIGN the C.A before we meet you as this is YOUR C.A. As such, we will be meeting YOU on the 31st January at 2pm at the STC auditorium.

The Heart Team would like to assure Members that the total package for this Collective Agreement is good. We have managed to secure increment in most areas which affect the Cabin Crew. There is an increase in the Gratuity Payment for both Male and Female crew, increase in IFA and Turnaround Allowance, increase in Salary on Promotion, an increase in the Salary Ranges for all crew, Female contracts, Transparency in extension, etc.

The negotiation for Transport Allowance is currently in progress.

We would also like to assure Members that we understand the “ground” sentiment and feedback as we are part of YOU, the flying crew, sharing the same pay structure.

With our motto of “Transparency” we also have at any time 12 to 13 Committee Members sitting in each C.A. negotiation meetings.

As for the Location Meal Allowance vs Inland Revenue Authority of Singapore (IRAS) rates, the Committee has worked on many actual rosters of crew for the year 2007 and tabulated the impact of the IRAS rate on a monthly and yearly basis to gauge the effect on crew earnings.

These will be shown to all Members present during the 2nd Dialogue with Your Union on 31st January 2008.



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Please feel free to ask any question pertaining to the Collective Agreement so that we can clear any doubts.

Hope to see all Members on 31st January 2008.

Alan Tan
Chairman
Cabin Crew Branch



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Summary of questions raised by SIASU members 2nd October 2007 dialogue session.

SIASU had sought clarifications from Cabin Crew Management on the issues raised by members during the Dialogue session. SIASU will also engage Cabin Crew Management to ensure that crew welfare and troubling issues faced by members be looked into and solutions sought.

Q1: 5 days Cairo flight EYCL passengers load more than 75 % to top up 01 crew?

A1: This had been done. With the exception of the Tues COP which have 11 crew rostered, the 02 remaining COPs will have 10 rostered crew and a top up of 01 crew when the passengers load exceed 70%.

Q2. 3 days Cairo flight should either position up or position back. Work only one way?

A2: We are looking at the next season flight schedule and urging market planners to re-look at the days of operation so as to avoid this 03 days Cairo.

Q3. Cut and paste roster? Separation Rules? Why some crew always gets the same flight?

Are there any rules regarding certain routes that crew should only operate once a year or twice a year?

Wish to see more equal spread of destinations?

A3. We had brought this concern to Management and below is an extract from Planning (published in Crew Web) which explains crew's concern.

“ No, rosters are not produced via “cut and paste” from one roster period to another (it is not possible to do this as there are often pre-assignments such as annual leave, courses to cater and the system is not designed to assign duties in this manner).

For destination mix, there is a complex set of station separation rules to try and achieve a good spread of destinations.

Primarily, its objective is the right complement whilst ensuring that all AOC and CA rules are met.



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It is also secondary to the objective of achieving allowance fairness within rank. Therefore, if there is a need to reduce the separation between two stations to achieve full assignment, the system will do so.

In situations when available operating crew is lower (e.g. annual leave, training due to new aircraft type), there is a higher chance that ICMS may be forced to assign a repeat station to ensure that no flights are rostered with less than the required crew.

It is important to note that stations separations are smaller for flights that are more frequent; and crew will therefore find themselves flying to these stations more often. Similarly, non-daily flights tend to have much larger separation and it could be years before you see such a destination.

The station separations are also different for different ranks as they depend on how many positions are available for each rank per flight.

Our rostering system (ICMS) assigns COPs based on your rolling 12-months cumulative allowance. Hence, crew with a lower rolling 12-months allowance would have higher priority during the assignment of high allowances COPs and vice versa. It is the system's way of moving crew towards the average to achieve fair share of allowances.

The allowances include location and in-flight meal allowances, incentive flying allowance (IFA), and turnaround allowances.

Planning is currently working on a new rostering system with an optimizer that will achieve better roster quality in terms of station separation without compromising our operational needs and allowances fairness. The new system is due to be introduced in 2009.

Meantime, planning will monitor the separation rules to try and keep them as far apart as possible and achieve a good spread of destinations."

However, we would appreciate if members approach any of the Union representatives if there are any individual rostering concern so that we can rectify any anomaly.

Q4. How many turn around are allowed within one week with off days between?

A4. A complex set of rules governed the allocation of duties, off days and flights allocation.



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If you are in the high allowance range within your rank, the system would rostered lower allowance in your next roster on a rolling 12-months cumulative allowance. Generally, these tend to be turn around and short flights.

However, based on current Collective Agreement, crew should have 112 days off at base per year subject to a reduction of 02 days for every 07 days that a crew is on annual leave.

Your Union is proposing some changes in this current C.A negotiations for a re-look at crew days off.
Crew can approach any Union representatives if they opined that their individual roster is not fair.

Q5. Unscheduled delay like HKG turns around exceeding 14 hours. Does IFA include reporting time & 30 mins chocks-on?

A5. Yes. This is accordance to Cabin Crew Incentive Flying Allowance Clause 44 2(c) and 3(b).

Q6. Bring back the 6 months block roster. This is to enable crew to better plan their time/life?

A6. The decision to do away with team flying was taken after extensive study, and an extensive survey was conducted and crew had participated in the survey. Feedbacks from crew, especially the senior crew, then, was that they were not in favour of team flying. Without permanent team, it is not possible to create a block for every individual crew or rank.

ICMS or Integrated Crew Management system is a rostering system that generates your individual roster.

When making flight assignments, the main consideration is allowances. ICMS will keep record of what the crew has earned and what type of flights he has operated in the rolling 12 months for a fair share of allowances.

At this time, there is no decision by management to revert back to block roster.

For visibility and planning of individual crew time/life, SIASU had informed Management to release the rosters very much earlier so that a visibility of 08 weeks can be achieved for crew to plan their time/life.



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Q7. To look at different ranks moving 12 months block for LMA payment?

A7. Yes, this information can be found in W@ves>news>Division News>Department Updates>Planning.

Q8. Members raised their concern with regards to the allowance difference between 74M and that of others. Members also queried the selection process for 74M crew as crew were told that the top 5% crews were selected. However, there wasn't any ranking amongst IFS?

So how did management select the top IFS for 74M?

Also this will demoralize the other unselected crew and their self esteem as they perceived that they are regarded as lousy crew?

A8. ICMS will keep record and balance their earnings in the last rolling 12 months to ensure fair share of allowances amongst all crew.

The decision and rational in selection basis on the 74M crew were taken consultatively with the previous SIASU committee and management. SIASU have raised your concern and sensitivity with regard to staff morale and self esteem.

Q9. Crew trained for B777-300ER but was not rostered any 300ER flight since last year. Members was concerned with his familiarity with the aircraft now that he has to sit 300ER SEP test?

A9. There are at this moment insufficient B777-300ER aircraft in the fleet for everybody to be rostered.

Q10.To rename IFA (In-flight Allowance) as DFA (Duty Flight Allowance) and include reporting time?

A10. IFA AND DFA are simply terminology used to define payment. Including reporting time here would increase all IFA allowances payable to crew and thus the company allocated budget on IFA would go up.

While we strive for higher allowance here we must not let the other components in the C.A. be affected by it.

SIASU would consider it bearing the impact on our overall C.A negotiations.



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Q11. To ask for more laundry allowance?

A11. The SIASU committee has considered many factors including the current costs of dry cleaning and decided that the current amount is fair.

Q12. To request for hardship allowance for flight time exceeding 14 hours. Members propose "hardship allowance of example- \$200".

A12. Currently, 2 and half times IFA allowance are payable under Clause 44 2(b) and 2(c), 3 times on actual and roster duty hours exceeding 14 hours.

Q13. De-linking LMA (local meal allowance) from hotel menu. Adjustment based on 6 months CPI index of that city?

A13. This is a C.A. item which we are currently negotiating.

Q14. Propose a substantial IFA penalty after 80 hours?

A14. Presently, a 1 and half times IFA is applicable for duty exceeding 80 hours monthly. Any quantum increase must be substantiated with reasons to justify that proposal.

Q15. In future, any MOU (memorandum of Understanding) signed need to inform members. Ensure transparency?

A15. Your current Union fully agree that MOU (memorandum of Understanding) are important matter that needs to be discussed, propose and endorsed at SIASU executive council (EX-CO) before being signed. This must than be openly presented in meet the member's session and on our SIASU Cabin Crew web for publication to members.

Q16. IDFSS working in EYCL on HKG/SFO flight. They are not deployed in other classes?

A16. IDFSS deployment on HKG/SFO is similar to foreign national crew and they should be deployed to work in the respective classes in rotation of work positions. However, the deployment of crew is at the discretion of individual C.I.C. The C.I.Cs are encouraged to have a fair allocation of duties for all crew.



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Q17. Members raised their unhappiness about the quality of material used for crews' uniform, especially guy's shirts and jackets.

A17. SIASU had raised with Crew Divisional Services on your concern regarding the falling quality of materials for Crew's uniform especially the guy's shirts and jackets.

Grooming and crew turnout are important attributes to SIA image. Usually, a uniform focus group is task into looking at such matter.

A new uniform for male crew will be introduced in the 2nd quarter of 2008.

Q18. Staff Travel – staff travel quota was reduced to 8 per flights. Staff was turned away at counter even though the flight was not full but Staff quota filled.

A18. The staff travel quota is a C.A. item that involves all Unions. Several factors are considered mainly commercial reasons and passengers load demands on flights when formulating staff travel conditions.

SIASU do not see the reasons why staff should be turned away at staff travel counter if flight was not full unless flight involve transit sector which are fully booked and uplifting a staff passengers may result in a Commercial passengers getting off-loaded.

Q19. Crew operating with family travelling on the same flight should be allowed regardless of fleet.

Members propose that if he is operating a 345 flight, he hope his family can travel on the same flight.

He pointed out that since A345/380 and B777 -300 ER are fleets that no staff travel are allowed or on standby basis, in times to come, if more of these aircraft are deployed, staff and families will have very limited destinations options.

A19. This is a C.A items which involve all Unions in S.I.A. However, SIASU will keep this in mind during the C.A. negotiations.

Q20. IDFSS going back home have to seek jump seat most of the time as flights are always full. Members suggested that company should allow graded staff to buy 10% class upgrade to JCL.



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A20. Under staff travel entitlements in the C.A. (Collective Agreement), graded staff are not given JCL.

This is a CA item that also requires consideration of many factors and discussions with all Unions.

SIASU would bring to management attention the problems the IDFSS face in securing seats and getting a jump seat.

Finally, we appreciate all feedbacks by members and as your Union representatives, we take every feedback very seriously and will assist to resolve any issues raised by members. The feedbacks from the Dialogue session was an eye-opener and an excellent inputs to the Committee. Rest assured that with the current Union's BELIEF in an open and transparent

system, members will be updated regularly through our interactions, dialogues and also this Web.