



SINGAPORE AIRLINES STAFF UNION

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

Dialogue Session With Your Union

Come to STC Auditorium on the 27th May 08 at 1330hrs to hear about the outcome of the CA negotiation.

Crew Shortage Situation

In response to the crew shortage situation, management agrees with SIASU that all flights with minus crew to conduct IMS service ie coffee/tea with tray distribution.

Concurrently, we are also reviewing the quantum and redemption outlets for the meal voucher issued to the crew on such flights.

Hotel Executive Lounge Access

We are pleased to provide a list with information to the access of the [Executive Lounge](#) of the hotels we stay in.

Please check back from time to time for any updates to this.

Tokyo Hilton Hotel - Shinjuku

We have renewed our contract with Tokyo Hilton (Shinjuku) for another 2 years.

Movenpick Hotel ZRH

Please note that free internet in this hotel is only available in the crew lounge and a LAN wire is required for connection.

Wireless internet service is subjected to the charges indicated by the hotel.



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Collective Agreement (C.A.)

Please be informed that YOUR UNION had a sitting with SIA Management on 25th March 2008 to negotiate the Collective Agreement.

We would like to inform all members that negotiations for the Collective Agreement is still ongoing and it HAD NOT BEEN signed yet.

We would like to assure Members that we hear your concerns, especially the contentious issue of transferring the LMA (Location Meal Allowance) to the Basic Salary. YOUR UNION had conveyed this concern to Management and had proposed that, if this format is used, Members would not suffer any loss but gain instead.

Rest assured that we have always had Members' interests at heart. We would also like to inform members that YOUR UNION has always believe in a transparent system and an open communication.

Please do not hesitate to call any of your Union representatives for clarifications if you have any doubt/s so as to squash any rumours which are currently circulating in the grapevine.

Please see Alan Tan's message.

Transport Allowance Update

Transport Allowance revision was signed on the 13th of March. It has been increased from \$234 to \$270 with back pay of transport allowance from 1st January 2008.



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Chairman's Message

March 2008

Dear Members

It's been a while since I have written to you. Besides our unofficial interactions during flight duties, our monthly walkabouts, the last time YOUR UNION had met with you was during the Meet-The-Members session which was held on 31st January 2008.

Currently, we are still in the midst of the Collective Agreement (C.A) negotiations and till today (24th March 2008), we had not concluded nor signed any agreement pertaining to the C.A, with the exception of the Transport Allowance (\$ 270).

What is at issue pertaining to the Collective Agreement is the matter of transferring our hard earned Location Meal Allowance (LMA) and Overnight Allowance (ONA) to our Basic Salary. Let me here explain the methodology of the proposal by SIA Management.

(A) TOTAL LMA PAYOUT : \$ 147 MILLION

(B) TOTAL OVERNIGHT ALLOWANCE PAYOUT : \$ 19 MILLION

(C) TOTAL OF (A) + (B) : \$ 166 MILLION

(D) TOTAL CREW STRENGTH : 6 900 CREW

(E) INLAND AUTHORITY OF SINGAPORE (IRAS) PER DIEM RATE + 15% : \$ 106 MILLION.

** Source : 1) The source for the above figures – SIA Management
2) All figures are based on the full year 2007 – SIA Management

Proposal By SIA Management

Difference of (C) & (E) = \$ (166 - 106) Million

= \$ 60 Million

The difference of \$ 60 Million distributed evenly to the 6 900 crew members

= \$ 8 695.65 per crew / per year



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Based on the above figures tabulation, each individual crew should have \$ 8 695.65 return to them on a yearly basis. If this transfer of difference is given back to individual crew then the NEW RATES for LMA & ONA will be based on IRAS + 15% (E) for future tabulations of Meal Allowances.

Your Union has no issue on the Principle of this Transference. What is an issue is, Cabin Crew should not suffer a “LOSS” of INCOME on a MONTHLY BASIS as we all have monthly financial commitments which we had committed to and this need to be serviced on a monthly basis.

What SIA Management had proposed was to take the difference of \$ 8 695.65 and divided by 15 months. Their reasoning is that the current difference does not attract AWS (13th Month) & Bonuses AND if the transference is placed in OUR Basic Salary, it will be 13th Month and Bonuses payable. Below is SIA Management proposal on the methodology of the transfer.

$\$ 8\,695.65 \text{ divided by } 15 \text{ months} = \$ 579.710$

Proposed Basic Salary Top Up = \$ 500

Employer CPF Contribution (14.5%) = $14.5\% \times \$ 500 = \$ 72.50$

Total difference return back to crew = \$ 572.50

Based on the \$500 transfer to Basic Salary and the CPF component which Crew have to pay through the LMA transfer, there is still a shortfall of \$ 7.21 monthly and \$ 86.52 yearly

For those Crew who had “hit” \$ 4500 (Basic + IFA) monthly, and thus CPF payable only to a maximum of \$4500, they will “lose” \$ 79.71 monthly and \$ 956.52 yearly. This also affect the Crew who are currently not CPF payable.

As such, YOUR UNION had proposed a figure of \$ 668.90 (\$60 Million divided by 6 900 divided by 13 Months) to be built into the Basic Salary and the MAXIMUM SALARY RANGES move in tandem to such transfer. YOUR UNION also proposed that the CPF component to be borne by the Company.

As a Principle, YOUR UNION also hope that SIA Management would not rescinded on the other components of the Cabin Crew Collective Agreement which both parties had “ LOCKED-IN” (agreed upon) throughout the negotiations phases because of differences in the approach to the LMA transfer.



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I really hope that Members would be patient and understanding whilst YOUR UNION negotiate the Collective Agreement.

CREW SHORTAGES

Your Union have received many feedbacks on a daily basis about the shortages of crew. There are MANY FLIGHTS leaving BASE with crew shortages. We have raised this concern with Cabin Crew Management. SOMETHING must be done to address these shortages.

To deliver FIRST CLASS SERVICE (where other Airlines even talked about) we need the PROPER TOOLS and the MANPOWER, to ensure that we are always ahead of the Competitors. The shortage of crewing has a domino effect on crew MORALE and PERFORMANCE, which is currently, if not addressed SOONEST, will reached its ebb.

With the MANY LINK FLIGHTS and THE TIGHT CREW ROSTERS, many crew are feeling the CUMULATIVE FATIGUE and this add to the rise in MCs rates and medical costs.

How are WE to PERFORM and be the BEST in this fierce and keen competition in the aviation industry if THIS DILEMMA is not resolved ??

Lastly, I do hope that Members will constantly give us your feedbacks and ideas so that WE CAN SOAR as ONE.

I would also like to record my appreciation and thanks to all Members who had always gave YOUR UNION valuable feedback and inputs.

Yours Truly

ALAN TAN
CHAIRMAN
CABIN CREW DIVISION