

**From:** Sally Taylor <[sally@faaa.net](mailto:sally@faaa.net)>  
**Sent:** Tuesday, 3 March 2020 2:25 PM  
**To:** Chambers - Gostencnik DP <[Chambers.Gostencnik.DP@fwc.gov.au](mailto:Chambers.Gostencnik.DP@fwc.gov.au)>  
**Cc:** [Ruchi.Bhatt@aigroup.com.au](mailto:Ruchi.Bhatt@aigroup.com.au); Kathy Sandranovic <[Kathy.Srdanovic@ashurst.com](mailto:Kathy.Srdanovic@ashurst.com)>  
**Subject:** AM2020/3

Dear Associate,  
The FAAA will refer to the attached document at this afternoon's directions hearing.

Sincerely

Sally  
Sally Taylor  
Industrial Officer  
FAAA  
**International Division**

Flight Attendants' Association of Australia  
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**AM2020/3- CLAUSE REVIEW**

<u>Clause Type</u>	<u>Exposure Draft</u>		
Main Body	Schedule A- Domestic	Schedule B- Regional	Schedule C- International
<p><b>Part 5—Overtime</b></p> <p><b>18. Overtime</b></p> <p><b>18.1</b> Domestic cabin crew member overtime entitlements are contained in Schedule A—Domestic Flying.</p> <p><b>18.2</b> Regional cabin crew member overtime entitlements are contained in Schedule B—Regional Flying.</p> <p><b>18.3</b> International cabin crew member overtime entitlements are contained in Schedule C—International Flying.</p>	<p><b>A.6 Overtime A.6.1</b> Overtime for domestic flying will be paid as follows: <b>(a)</b> For all time worked in excess of 1872 hours in a year, the cabin crew member will be paid a penalty of <b>100%</b> additional to the employee’s minimum hourly rate, pro rated for time less than a complete hour.</p> <p><b>(b)</b> For all time worked in excess of the cabin crew member’s roster cycle maximum as specified in clauses A.2.1(a), (b)A.2.1(b) or (c)A.2.1(c) as applicable, the cabin crew member will be paid a penalty of <b>100%</b> additional to the employee’s minimum hourly rate, pro rated for time less than a complete hour.</p> <p><b>(c)</b> Where unplanned extensions exceed the daily limit, the affected cabin crew member may agree to a further extension. Agreement will also include agreement on an appropriate payment. Such agreement will be made in accordance with clause 7—Facilitative provisions of the award.</p>		<p><b>C.6 Overtime C.6.1</b> Overtime for international flying will be paid as follows: <b>(a)</b> For all time worked in excess of 1872 hours in a year, the cabin crew member will be paid a penalty of <b>100%</b> additional to the employee’s minimum hourly rate, pro rated for time less than a complete hour.</p> <p><b>(b)</b> For all time worked in excess of the cabin crew member’s roster cycle maximum as specified in clauses C.2.1(a), (b)C.2.1(b) or (c)C.2.1(c) as applicable, the cabin crew member will be paid a penalty of <b>100%</b> additional to the employee’s minimum hourly rate, pro rated for time less than a complete hour.</p> <p><b>(c)</b> Where unplanned extensions exceed the daily limit, the affected cabin crew member may agree to a further extension. Agreement will also include agreement on an appropriate payment. Such agreement will be made in accordance with clause 7—Facilitative provisions of the award.</p>
<b>Rostered Days Off</b>	<p><b>A.4 Rostered days off A.4.1</b> Employees will be entitled to eight8</p>		<p><b>C.4 Rostered days off C.4.1</b> Employees will be entitled to eight8</p>

	<p>calendar days off at home base in each completed 28 day period.</p> <p><b>A.4.2</b> Where an employee works on a calendar month roster, the employee's days off will be a minimum of nine9 days off in every month.</p>		<p>calendar days off at home base in each completed 28 day period.</p> <p><b>C.4.2</b> Where an employee works on a calendar month roster the employee's days off will be a minimum of nine9 days off in every month.</p>
Fortnightly Hours	<p><b>A.2 Ordinary hours of work A.2.1</b>  Ordinary hours of work for employees are 1872 hours each year, including attendance caused by flight delays and roster changes. Planned duty hours will be rostered: <b>(a)</b> over 13 roster periods of 28 days of up to 144 duty hours plus reasonable additional hours;</p> <p><b>(b)</b> over 12 roster periods of a calendar month of up to 156 duty hours plus reasonable additional hours; or</p> <p><b>(c)</b> over a 14 day roster period up to 72 hours plus reasonable additional hours</p>	<p><b>B.2.3 Fortnightly hours (a)</b> An employer must not roster a regional cabin crew member to fly when completion of the flight will result in the regional cabin crew member exceeding 90 hours of duty of any nature associated with the regional cabin crew member's employment standing alone.</p> <p><b>(b)</b> The operator must designate the day on which the first of the fortnightly periods will start.</p> <p><b>(c)</b> For the purpose of this clause B.2.3 duties associated with a regional cabin crew member's employment include reserve time at the airport, tour of duty, deadhead transportation, administrative duties and all forms of ground training.</p>	<p><b>C.2 Ordinary hours of work C.2.1</b> Ordinary hours of work for employees are 1872 hours each year. Planned duty hours will be rostered: <b>(a)</b> over 13 roster periods of 28 days of up to 144 duty hours plus reasonable additional hours;</p> <p><b>(b)</b> over 12 roster periods of a calendar month of up to 156 duty hours plus reasonable additional hours; or</p> <p><b>(c)</b> over a 14 day roster period up to 72 hours per fortnight plus reasonable additional hours.</p>

