

QF: 019/2007

1 May 2007



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❖ NOTICE ❖

TO: ALL TSS QANTAS MEMBERS

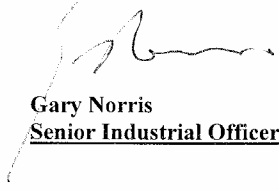
RE: TECH STAFF EBA 8 UPDATE

The Qantas Tech Staff EBA 8 negotiations commenced on 30 April 2007 with the ALAEA/ASU/TWU, working as an SBU, putting their log of claims to the Company. The ALAEA has a negotiating team of 5 with the ASU and TWU in attendance with their Reps.

This initial meeting was mainly to present the log of claims and to set a timely schedule of dates for negotiations to continue to have the new EBA 8 in force by 1 July 2007.

The next scheduled meetings are for 7 May and 14 May 2007.

Updates from each meeting will be listed on our website www.alaea.asn.au under the 'Industrial' heading.


Gary Norris
Senior Industrial Officer

"To undertake supervise and certify for the safety of all who fly."

Qantas Airways Limited (Technical Salaried Staff) Enterprise Agreement 8

Log of Claims SBU (ALAEA, ASU & TWU) 30th April 2007

On behalf of the Single Bargaining the following list of claims is submitted to Qantas for the purposes of commencement of negotiation of EBA8. The list may not be exhaustive as other claims may arise as identified during discussions e.g. (but not limited to) as result of the processes of consolidating agreements and in consideration of the Workplace Relations Act 1996 as amended (Workchoices).

1 Pay Increase

- 1.1 5% increase (4% topped out/3% others)
- 1.2 Maintain at least the current pay increase levels.
- 1.3 Any allowances not increased with CPI/EBA's to be included accordingly

2 EBA Duration

- 2.1 3 year duration

3 Trade Off's

- 3.1 Voluntary payout of RDO's to coincide with the Professional Engineers EBA 7 Clause 26.1 and 26.2 (as long as voluntary on a yearly basis)
- 3.1 Flexitime

4 Salary Sacrifice

- 4.1 Salary Sacrifice - Home Loans, Private Health Insurance, Children's School Fees, Child Care - to be placed in Agreement.

5 Staff Travel

- 5.1 Same Qantas entitlements and conditions on Jetstar flights
- 5.2 Staff travel for Jetstar
- 5.3 Staff travel entitlements equal to PE's - 23 not 24 (1st class and onboard)
- 5.4 Confirmed leisure staff travel seat per year
- 5.5 Business class upgrade priority on leisure travel
- 5.6 Allow staff to use their LSL trips on Jetstar/Jetstar International. Limiting staff their ability for LSL trips with Jetstar replacing QF flights.

6 Duty Travel

- 6.1 Duty travel entitlements equal to PE's - 23 not 24
- 6.2 Must ride business class seat for duty travel
- 6.3 Travel Rationalization Project (Ian Shield) PPT presentation
- 6.4 'Flying Pay' in lieu of OT.

7 Pay Structure

- 7.1 Increase P/E stamp value and incorporate into base pay
- 7.2 Natural progression to move through levels based on performance
- 7.3 Position/Bands: need something to encourage staying in Engineering - can max out very early on, currently only way to better position or salary is to become Manager
- 7.4 Position Descriptions are out of date and do not fully reflect the job roles that Tech Staff perform (e.g. Flight Operations, EPI Trainers, Flight Data Analysts) now perform.

- 7.5 In the past, Engineers' pay scales were in line with Flight Operations Trainers. Members' claim is that this should again be the case. Pay has not kept up with additional tasks that they now do, such as CRM training, simulator programming, fuel courses, assessment for radio, telephone licences, etc.
- 8 Overtime**
- 8.1 Overtime provisions to be brought into line with other Qantas engineering EBAs i.e. double time for OT after 38 hours.
- 9 Consultation**
- 9.1 Consultation provisions incorporated into agreement in line with other Qantas engineering EBAs.
- 10 Redundancy Termination Pay**
- 10.1 Redundancy entitlements - keep in their current form and have 4+1 and 12 week notice period scale for redundancies in line with other Qantas engineering EBAs.
- 11 Maternity Paternity Leave**
- 11.1 Extension of paid Paternity Leave by 2 weeks to 4 weeks
- 11.2 Extension of paid Maternity Leave by 4 weeks to 14 weeks
- 12 CAR Responsibilities**
- 12.1 CAR delegation payments with after hours signatory support agreement (i.e., half time on standby until called upon if on call)
- 12.2 Position Clarification - a number of Tech officers hold a signatory but do not wish to have it because there is no payment for this major responsibility. (see 11)
- 12.3 Delegation payment should be percentage based (approx 17%) for delegations 35 (10%), 36 (4%), and 42 (3%).
- 13 Sick Leave**
- 13.1 Sick Leave - bonus/payout for unused sick leave, with unused still going to accumulated fund
- 13.2 Remove cap in line with other Qantas engineering EBAs.
- 14 Employee Bonus Schemes**
- 14.1 Incentive scheme to replace bonus scheme e.g. \$1000 payment multiplied upwards relatively when company reaches a certain profit margin.
- 14.2 Sharing APA bonus with employees if Qantas sold to APA.
- 15 Rosters**
- 15.1 Roster issue - particularly the way TOIL is used and managed for Flight Operations Trainers.
- 15.2 Roster issue - Ten-hour break should only apply to Overtime. There should be a minimum 16-hour break between individual shifts.
- 15.3 50% extra for five afternoon or night shifts in a row on the individual's roster (not the group roster).
- 16 Phones**
- 16.1 Company mobile phone for PTO's
- 16.2 Issue of company mobile phones for those who take regular out of hour's calls. No one claims allowance for out of hour's calls in ACP.