

QF016/2007

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❖ NOTICE ❖

TO: QANTAS ALAEA MEMBERS

RE: ACS ROSTERING UPDATE

For those members unaware, Qantas and the ALAEA have encountered problems in two ports, Perth and Melbourne in relation to the implementation of new extended hours roster agreements. As events unfold in these two locations it would be advisable for all Qantas members to watch on as the actions and subsequent Commission cases set precedents for all our members.

PERTH

Through a short negotiation stage from July 2006, Qantas signalled its intentions to move away from the 12-hour roster and implement a 10.9-hour proposal that was subsequently rejected by a vote of 53-3. Shortly after management decided to impose an 8-hour roster on members in Perth as part of their change process in November 2006. The ALAEA objected to Qantas's right to withdraw from the 12 hour extended agreement but the AIRC determined that refusal to work the posted roster would be industrial action. The Perth manager under oath before the AIRC clarified the reasons for implementation of an 8-hour roster in November last year –

"I have to impose – have to put in place the roster, or else I can't get agreement on the 10.9."

Since the 22nd November 2006 our members have been working the imposed 8 hour roster and in doing so have encountered numerous OH&S, leave, compliance and industrial problems. In February 2007 many of these were brought to the attention of the AIRC and through conciliation some matters were resolved.

AIRC Vice-President Watson asked the parties to work on resolution and a committee was formed to explore all roster options for Perth. The committee determined that a 4 on 5 off 12-hour roster would be the most suitable and financially viable option and would save Qantas approximately 2.5 million dollars per year. Qantas formally rejected this proposal and continued to push for the more expensive 10.9-hour roster.

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

Our members have rejected the 10.9 hour option and at this stage it appears that agreement on an extended hour roster in Perth may be some time off. Outstanding issues relating to the imposed 8-hour roster will now be resolved by the AIRC. The first matter for arbitration will be the claim of the ALAEA that withdrawal from the extended hour roster in Perth amounts to withdrawal for all LAMEs covered by the defunct agreement not just a select number as determined by Qantas. To that note, on April 20th 2007 the AIRC will determine if Perth DMM's can continue working a 12-hour roster without agreement from the ALAEA. The ALAEA Submissions and on this matter will be posted on our website. The ALAEA opening Submission including the Witness Statement of our Senior Industrial Officer for the Commission proceedings will be attached to the email version of this notice or can be obtained via the ALAEA website. On April 20th April 2007 the matter will be heard by VP Watson and interested members are welcome to attend the gallery of the AIRC in Melbourne at 10am or via video conference in the Perth AIRC at 8am on the 20th.


MELBOURNE

Negotiations in Melbourne have been running for nearly 2 years with many options being explored by the parties. Roster changes in Melbourne have been complicated as an International-Domestic merger has been incorporated into the discussions. A proposed outcome was accepted by 98% of members in May 2006 but rejected by Qantas. Nine months further negotiation resulted in the same proposal being accepted by Qantas but International members overwhelmingly rejected the agreement for a number of reasons.

Management have now signalled their intentions to force Melbourne International members onto an 8-hour roster. They have also asked for volunteers from International to move to a 12-hour roster to increase numbers at the Domestic terminal with a further review of the 12-hour roster to take place in 6 months time. Should Qantas fail to attain the required number of volunteers management have threatened to impose 8-hour rosters on all Melbourne ACS staff.

As Perth have and Melbourne most likely may require assistance and determination from the Australian Industrial Relations Commission, it is crucial that all ALAEA members become acutely aware of local area procedures and obligations held under any licence or approval. Any potential breach of procedures due to staff shortages or rostering arrangements should be documented and reported via appropriate mechanisms to Qantas and the ALAEA. Additionally members should take notes of any conversations held with management related to rosters, manning and related matters.

Members across the country should also consider their own actions and how that may affect members working towards better roster agreements in various ACS ports. Members are advised to strictly adhere to all policy and procedures when carrying out workplace tasks. Flexible interpretation allows introduction of new "Norms" and if exploited by airline management may in some cases lead to staff reductions.


STEPHEN PURVINAS
Federal Secretary