

QF: 0021/2007

10 May 2007



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## ❖ NOTICE ❖

**TO: ALL QANTAS ALAEA MEMBERS**

**RE: LAME 'EBA 8' NEGOTIATIONS UPDATE**

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The ALAEA LAME EBA Committee met with Qantas management on 2 April to look at Qantas' proposal and to put to bed the Heavy Maintenance Issues, Consolidation and Flexible Working Arrangements. Instead we found ourselves going over issues that we had thought resolved, having previously outlined our final position at the last meeting of the ALAEA LAME EBA Committee were perplexed by this coverage of 'old ground'. The purpose of this rehash soon became apparent as negotiations took a different tact with Qantas management referring to the recent John Holland Aviation Services (JHAS) Agreement negotiated by the ACTU which they had at hand. This raises grave concerns as it had yet to be signed by JHAS themselves and lodged with the Employment Advocate but it seems Qantas had several copies to refer to. This is concerning given the confidentiality of the signing parties and the source of the leaked documents will be taken up with JHAS and Leighton Holdings as a matter of importance. It is the Association's belief that this is immoral in the least and may even be illegal; those avenues will be explored by our legal people as to any action we may take.

Simply put, Qantas management want all the flexibilities encompassed in the JHAS agreement but refuse to entertain any of the benefits afforded to our members in the document. Our position is that despite there being differences in what is contained within the present Qantas document and the JHAS Agreement it is to be accepted as a whole package or not at all. A comparison of all documents currently held (Qantas, Virgin, Jetstar, Forstaff and JHAS) will be outlined shortly in a notice to all members for them to compare the ups and downs for themselves.

JHAS is a MRO of less than 150 workers just beginning in the market of Aviation services, with most of the flexibilities within the new agreement present under the previous EBA signed by AAES employees so they are nothing new. It is an obvious concern to Qantas management that a company such as John Holland taking over the AAES facility may be able to bankroll JHAS as AAES could never have done. This is however not a primary concern for the ALAEA whose job it is to look after the wages, conditions and entitlements of ALAEA members Australia wide. Each group of employees gives consideration to what is proposed by their employer in regards to new agreements and makes an informed decision based on their union's interpretation, their work mates' interpretation and their own interpretation of the document. A consideration of all aspects involved allows a balanced decision to be taken by those included in the offer.

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

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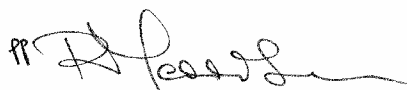
It is the opinion of the Qantas LAME EBA Committee that even though there is a worldwide shortage of Licenced personnel due to the short sightedness of Aircraft Companies in regards to remuneration, training and conditions, Qantas as an airline has been immune to it due its geographical location and the collapse of Ansett. This will not last and as such an agreement must be ratified for the longevity of all Qantas LAMEs effectively safeguarding wages, conditions and security of employment. It should be noted that Qantas management has put forward a proposal to the Short Haul Pilots that encapsulates these concerns; it is a pity they do not have the same regard for the only other Licenced, by an independent authority, group of employees that exists within Qantas.

#### **APA Bid Fiasco**

The results of the APA private equity consortium bid have been well publicised in the media and whilst the cowboy consortium appears to be fatally wounded like the Black Knight in Monty Python's movie the Holy Grail, it still claims its fit and well and fighting on. There is one bit of good news provided to the unions out of this bid and that is according to APA, Qantas can afford to have removed from it \$4bn dollars and still remain in a healthy state. We say that money should stay in Qantas and be spent on better pay and conditions for staff and injecting sufficient capital into maintaining aviation skills in Australia, keeping heavy maintenance work in Australia and a complete overhaul of Qantas maintenance information systems, quality assurance, technology and hardware so that Qantas can attract more maintenance work as an MRO of preference. Its worldwide reputation as the safest airline in the world fully supports the statement that it is possibly also the safest MRO in the world, the ALAEA says that Qantas should attract customers with their quality not just their price. There is no justifiable reason to keep outsourcing maintenance overseas, and driving cost cutting in Qantas maintenance to a level where it cannot function effectively. Such a strategy will only lead to eventually compromising the brand. We saw a similar scenario in Ansett maintenance just before that airline collapsed and we would not like to see the old Ansett maintenance management preside over such a disaster in Qantas.

#### **Report Back Meetings**

As relayed in the last Notice, Australia wide meetings will be held to discuss the progression of the EBA negotiations and the various aspects which surround it. These will take place in Sydney, Melbourne, Brisbane, Adelaide, Perth, Cairns, Townsville and Darwin. This will also be an opportunity for the members in the various ports to meet some of the new Federal Executive.



**PAUL COUSINS**  
**Federal President**