

QF:057/2007

Our Reference: 10238

23rd November 2007



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❖ NOTICE ❖

TO: QANTAS MEMBERS RE: A380 BALLOT RESULT

The result of the online poll of members regarding the course selection criteria was –

“Do you agree that Qantas should be able to select candidates for A380 training based solely from a score calculated from an interview based in management’s criteria?”

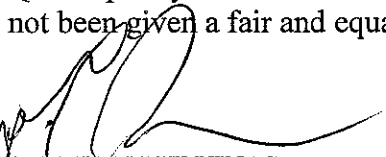
Yes 80

No 374

The ALAEA have written to Qantas advising that the parties do not have agreement over any matter related to the A380. A copy of the letter is attached. It is understood that Qantas have attempted to bypass the notice of yesterday by requiring ALAEA members to verbally agree to commit to the training. Members who have been contacted by the airline to confirm their agreement should not agree to any terms with the airline either verbal or written until advice is sent from our office confirming that all outstanding matters have been resolved.

It is expected that Qantas will threaten members with removal from the A380 course should agreement not be given. Members who have been rejected should in no way attempt to take courses away from others who have followed ALAEA advice. To do so would stab your workmate in the back and undermine completely the process agreed between the parties but recently dishonoured by Qantas management.

It should be noted that many ALAEA members holding all essential criteria were never interviewed. In many of these cases we suspect it is because they hold valuable A330 licences and Qantas are unwilling to train more staff on this aircraft. Essentially these members have been excluded because they are overqualified which is a clear breach of Qantas policy. The ALAEA will continue to fight for these members and others who have not been given a fair and equal opportunity to advance their careers.



STEPHEN PURVINAS
Federal Secretary

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

FAXED
23-11-07
GJ

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Ms Sue Bussell
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Dear Sue,

A380 Agreement

It is with great disappointment that we received news from our membership that the successful company selected candidates for the A380 training have been notified at a time when the selection process itself is still in dispute. This reckless move by ACS management has in effect made the matter a personal one that has and will create unneeded stress for many of our members. It also demonstrates that a predetermined outcome has been made for those Qantas staff that were excluded from the interview process and still have outstanding grievances that are yet to be heard. I consider this step most unprofessional from a company that claims to be a leader in Equal Opportunity Employment and has disregarded many of its own policies that our members are expected to abide by.

It has been noted that through the process management have breached Qantas EEO policy regarding confidentiality of applicants by openly declaring that an Executive member had applied for a position. Again breached the policy by excluding a member because he had applied for a position outside the company and then questioned his commitment to the airline. Excluded people from interviews who had met all the criteria in the EOI notice and then awarded a position on Team A380 to least one candidate who had not even met the criteria. It has been made clear that the only time Qantas policies apply is when Qantas want it to.

The ALAEA made it clear in my email dated 15th October that –

“The ALAEA has no objection to the EOI being issued in the amended form. PIs note that the non objection of this notice does not in any way constitute agreement to the process for A380 or any other documented or informal course selection criteria.”

I think this statement is about as clear as we could make it and find that your letter from yesterday acknowledges the email and its content but completely ignores the words within it when you claim that the company had met its obligation regarding a jointly developed selection process.

Qantas management have now demonstrated that they can't be trusted even when we do have a written agreement. You have also highlighted to us that the document signed by both parties is not worth the paper it is written on. I advise that we consider the document to have no legal standing (as Qantas have already

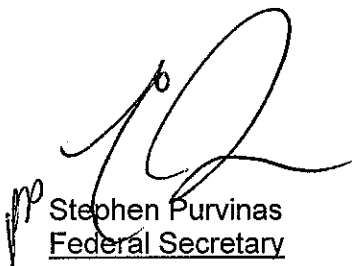
“To undertake supervise and certify for the safety of all who fly.”

demonstrated) until certified in the next EBA Agreement. Accordingly I advise that there is now no agreement between the parties regarding –

- A380 Training points
- EASA Training points
- Training bond
- A380 roster arrangements
- Continued work on A380 during Industrial disputes

I also request that we meet at the nearest opportunity to resolve this matter. Rather than discussing and entering an Agreement that is dishonoured by management at the first opportunity, we would prefer to meet with Qantas Representatives who are willing to abide by their commitments. This being the case we would prefer that Murray Harris and Peter Styles do not attend.

Yours Truly,



Stephen Purvinas
Federal Secretary