

QF:059/2007

Our Reference: 10270

28th November 2007



25 Stoney Creek Rd Bexley 2207 NSW
Ph: (02) 9554 9399 Fax: (02) 9554 9644
Email: alaea@alaea.asn.au
Web: www.alaea.asn.au
ABN: 84 234 747 620

❖ NOTICE ❖

TO: QANTAS MEMBERS

RE: LAME EBA INDUSTRIAL ACTION BALLOT

The ALAEA were granted permission today to have a ballot conducted for protected Industrial Action in pursuit of a fair wages outcome in EBA VIII. The ballot will be a postal version conducted by the Australian Electoral Commission that opens on 10th December and closes on 20th December.

On conclusion of the ballot a count will take place and if a successful result is declared, the ALAEA would be required to commence the Action within 30 days. At this stage we are mindful of the timing being around Christmas and a decision will be made by Senior ALAEA Officials over the next week to determine if this period would be ruled out of any planned or possible Action. Possible Actions include –

Overtime bans/restrictions
Higher duties bans
Secondment bans
and
Stop work meetings

A successful vote would allow any combination or all of the above to be implemented at a time of the Federal Secretary's choosing. During and beyond the ballot the ALAEA will continue to meet with the airline to allow ample opportunity for a reasonable offer to be made to our members.

Prior to the ballot further information explaining the process, our objectives and possible implementation of Industrial Action will be distributed.

See AIRC Orders attached to this Notice

STEPHEN PURVINAS
Federal Secretary

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

PR980046

AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

Workplace Relations Act 1996

s.451(1) application for order for protected action ballot to be held

The Australian Licenced Aircraft Engineers Association

and

Qantas Airways Limited
(BP2007/4506)

COMMISSIONER RAFFAELLI

SYDNEY, 28 NOVEMBER 2007

Proposed protected action ballot by employees of Qantas Airways Limited.

ORDER

Pursuant to s.459, s.462 and s.463 of the *Workplace Relations Act 1996* ("the Act") the Commission orders:

1. PROTECTED ACTION BALLOT TO BE HELD

The Australian Licenced Aircraft Engineers Association, The ("Union") is to hold a protected action ballot of employees of Qantas Airways Limited ("Employer") described in clause 3 of this order ("Eligible Employees").

2. NAME OF PERSON AUTHORISED TO CONDUCT THE BALLOT

The ballot is to be conducted by Australian Electoral Commission ("Authorised Ballot Agent").

3. EMPLOYEES TO BE BALLOTTED

3.1 Subject to clause 3.2, the types of employees to be balloted are those employees (including regular casuals) employed by the Employer on the date of this order who were members of the Union on the date of this order and who would be subject to the proposed collective agreement dealt with in bargaining period BP2007/2970.

3.2 Any employee who is bound by an Australian Workplace Agreement that has not passed its nominal expiry date on the day this ballot order is made shall not be balloted.

4. VOTING METHOD

The ballot is to be a postal ballot and voting must take place by way of declaration voting as described in the Act and the *Workplace Relations Regulations 2006* ("Regulations").

5. EMPLOYER TO PROVIDE LIST

The Employer is to provide to the Authorised Ballot Agent by 4.00 p.m. on Thursday, 29 November 2007 a list of its employees (as at the date of this order), being a list that *includes* all of the Eligible Employees, as follows:

5.1 The list is to be provided in the form of a Microsoft Excel compatible spreadsheet (in a file named according to the format "BP2007/4506 - Employee List"), or in such other form agreed with the Authorised Ballot Agent, and is to contain columns with the following names and information (if known) as indicated by those column names for each employee in the list:

- Surname
- Given Name(s)
- Address Line 1
- Address Line 2
- Postcode
- Home, mobile and work telephone numbers (if available)
- Date of Birth

[Note: Address information may be provided with different column names if this is more convenient provided that there is a separate column for postcode]

5.2 The list is to be provided by email to the Authorised Ballot Agent at the address ballot.lists@aec.gov.au

5.3 The list must be accompanied by a declaration in accordance with Regulation 9.9(2) of Chapter 2 of the *Workplace Relations Regulations*.

6. UNION TO PROVIDE LIST

The Union is to provide to the Authorised Ballot Agent by 4.00 p.m. on Thursday, 29 November 2007 a list of its members (as at the date of this order), employed by the Employer, as follows:

6.1 The list is to be provided in the form of a Microsoft Excel compatible spreadsheet (in a file named according to the format "BP2007/4506 - Member List"), or in such other form agreed with the Authorised Ballot Agent, and is to contain columns with the following names, and information (if known) as indicated by those column names for each member in the list:

- Surname
- Given name(s)
- Address line 1
- Address line 2
- Postcode
- Home, mobile and work telephone numbers (if available)
- Date of birth
- Membership number

[Note: address information may be provided with different column names if this is more convenient provided that there is a separate column for postcode]

- 6.2 The list is to be provided by email to the Authorised Ballot Agent at the address ballot.lists@aec.gov.au
- 6.3 The list must be accompanied by a declaration in accordance with Regulation 9.9(3) of Chapter 2 of the *Workplace Relations Regulations*.

7. TIMETABLE FOR BALLOT

The timetable for the ballot is to be as follows:

- 7.1 The roll of voters is to close at 4.00 pm on Monday, 3 December 2007.
- 7.2 The ballot is to open on Monday, 10 December 2007 - AEC posts ballot material to eligible voters by 5.00 pm.
- 7.3 Voting is to close on Thursday, 20 December 2007 and votes must be received by 5.00 pm on that day.

[Note: the Authorised Ballot Agent will discharge its obligations under s.496 of the Act to declare the results and inform the parties and Industrial Registrar of the result as soon as reasonably practicable after the close of voting.]

8. QUESTIONS

The question to be put to voters in the ballot are:

“Do you, for the purpose of advancing claims in the Qantas EBA, authorise the banning of overtime, higher duties, secondments and the conducting of stop work meetings?”

9. DISPLAY OF INFORMATION

- 9.1 The Employer is to display or distribute any information sheet (including attachments) prepared by the Authorised Ballot Agent in accordance with any directions given by the Authorised Ballot Agent.
- 9.2 The Authorised Ballot Agent is to attempt to consult with the Employer as to the most efficient and effective way for the employer to comply with any directions before giving such directions pursuant to clause 9.1 of this order.

10. PROVISION OF INFORMATION AND ASSISTANCE TO AUTHORISED BALLOT AGENT

The Union and the Employer are to comply, as quickly as is reasonably practicable, with any reasonable request for information or assistance made by the Authorised Ballot Agent.

11. SCRUTINEERS

The Union and the Employer are to notify the Authorised Ballot Agent of the names of any scrutineer(s) that they propose to authorise at least two days before voting commences.

12. REVOCATION OR VARIATION OF BALLOT ORDER

The Commission notes that the Union, the Employer or the Authorised Ballot Agent may apply to have this order revoked or varied on short notice.

BY THE COMMISSION:

COMMISSIONER

Printed by authority of the Commonwealth Government Printer

<Price code A>

PR980050

AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

Workplace Relations Act 1996

s.451(1) application for order for protected action ballot to be held

The Australian Licenced Aircraft Engineers Association

and

Qantas Airways Limited
(BP2007/4506)

COMMISSIONER RAFFAELLI

SYDNEY, 28 NOVEMBER 2007

Proposed protected action ballot by employees of Qantas Airways Limited.

ORDER

1. Whereas the Commission has today made a protected action ballot order PR980046 for a protected action ballot to be conducted among certain employees of Qantas Airways Limited and has appointed Australian Electoral Commission ("the Authorised Ballot Agent") to be the authorised ballot agent for that ballot, pursuant to s.466 of the *Workplace Relations Act 1996* (the Act), the Commission orders the Authorised Ballot Agent to compile the roll of voters for that ballot.
2. The Commission notes that the Authorised Ballot Agent shall maintain the privacy and confidentiality of employees as required by s.486 of the Act.

BY THE COMMISSION:

COMMISSIONER

Printed by authority of the Commonwealth Government Printer

<Price code A>