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❖ NOTICE ❖

TO: QANTAS MEMBERS

RE: A380 RESOLUTION

The ALAEA would firstly like to thank the members so far successfully selected by Qantas for A380 training for their support of the ALAEA position. It should be noted by all that these individuals have whole heartedly endorsed our position with regards to the Agreement, the unfair selection process that was based entirely on one interview and the fact that their names and offers were prematurely released by the airline to pressure individuals rather than the ALAEA. If any member not initially selected for the training jumps in the shoes of one of these individuals they will be asked to explain their actions at the next Federal Executive meeting.

Next week the ALAEA will be meeting with management in an attempt to rectify the damage done by the airline in not following the agreed process. The ALAEA understands that many of those so far selected would have also been selected with the ALAEA criteria included but some members may have unfairly missed selection for reasons that are unrelated to the prime factor that should have been considered being "Merit".

To remind all of some of the reasons given by ACS management for members holding all the essential criteria but missing interviews included –

"we are aware that you have applied for a position external to Qantas Australia -so that brings to mind your long term commitment to this business."

Another member was advised that his resume was prepared incorrectly and many members working on A330 crews, although meeting the criteria, simply were not interviewed and we suspect this was due to them holding the valuable 330 licence.

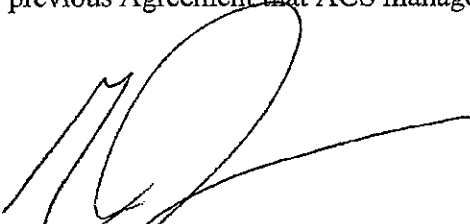
Our position when moving forward with the airline will be that the parties should honour both the intent of and the written commitment we made to each other. This being a jointly developed course selection criteria. From our part we do not want to dictate to the airline how they should structure their interviews and questions and consider that equal weight should be given to what management thinks equates to "Merit" and what the ALAEA does.

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

Although the term "Merit" can be interpreted in many ways it is essential that we attempt to reach an agreed understanding between the parties on the application of this criteria. We would consider a long term LAME who has demonstrated the ability to acquire a number of licences as the prime factor and also will be seeking to add points for those members who have waited some period of time since their previous Qantas Type course.

If Qantas agree at meetings next week that these factors can be included as an addition at an equal weight to the existing interview scores then we will be satisfied that the selection process has been fair and the commitment entered into by the parties will be met.

The existing grievances are currently under review by management and the ALAEA will be ensuring that all candidates that were not interviewed but met the essential criteria are given that opportunity. Once these steps have been met, members will be notified and a further ballot will take place of ALAEA members to determine if we re-commit to the previous Agreement that ACS management chose not to honour.



STEPHEN PURVINAS
Federal Secretary