

30 NOVEMBER 2007

QF: 062/2007



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## ❖ NOTICE ❖

**TO: QANTAS MEMBERS**

**RE: EBA INDUSTRIAL ACTION TIMEFRAME/QUESTIONS**

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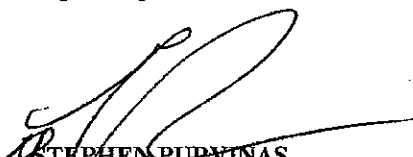
A number of questions have been raised by ALAEA members regarding the timing and impact of possible Industrial Action in pursuit of our EBA claims. We acknowledge that some factors will need to be considered such as OH&S and customer requirements. Prior to the formal ballot taking place on the 10<sup>th</sup> of December a full list of exemptions will be sent from our office for members to consider.

We are also aware that much of the travelling public and many of our members have made holiday plans over the period immediately after the close of the ballot on December 20<sup>th</sup>. Current Work Choices Laws dictate that we must commence our action within 30 days from the declaration of the results of the ballot. This being the case we will not be commencing any bans until mid January. This will allow all leave for this period to continue unaffected but still fall within the confines of Legislation and also give the parties ample opportunity to reach resolution on the outstanding EBA matters. However it should be noted that the 30 day period referred to above is a time limit for the commencement of industrial action and not a time limit for the completion of industrial action.

Prior to the taking of protected industrial action, it is a requirement for the Association to provide written notice to Qantas of the intention to take such action and the usual notice period is 3 working days.

It is very important for members to have your say and to participate in the upcoming protected action ballot process. Members should note that for the industrial action to proceed there is a requirement for at least 50% of the persons on the roll of voters to have voted and then a requirement for more than 50% of the valid votes to approve the action.

Members with particular concerns should email the ALAEA office now so Executive members can give due consideration to any concerns and provide ample notice to members regarding Industrial Action exemptions prior to the ballot.

  
STEPHEN PURVINAS  
Federal Secretary

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