

QF: 067/2007

12th December 2007

❖ NOTICE ❖



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TO: QANTAS MEMBERS

RE: LETTER FROM DAVID COX

The ALAEA have been forwarded a letter from David Cox Executive General Manager of Qantas Engineering dated 11th December 2007. ALAEA members will judge some of the comments made within this correspondence as they wish but the ALAEA would like to clarify one statement made that may at best be extremely misleading. Mr Cox claims that –

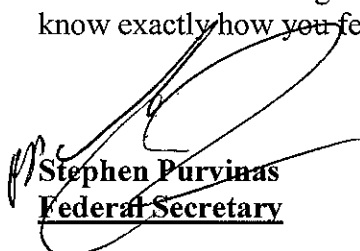
“From a legal standpoint, you should also be aware that Industrial Relations legislation places clear obligations on employees and employers during industrial action, including the mandatory loss of a minimum four hours pay.”

Mr Cox may have tried to mislead ALAEA members by implying that the taking of Industrial Action would lead to a mandatory loss of four hours pay. This is not true. As the action taken by members is legal, the only time Qantas could take away four hours pay is if we conduct stop work meetings and we have openly said that this would only occur as a response to unfair actions taken by the airline. You should not lose four hours pay for refusing overtime, higher duties or secondments.

The ALAEA understands that management presentations such as this have worked completely opposite to the virtues so often pressed upon Qantas employees by Qantas policy and it is little wonder that many LAMEs are having some problems “building the bridge of trust” and crossing the appropriate thresholds described in the strategy maps. The frustration of a number of members has been directed straight back to Mr Cox in a number of reply all emails. The following example is one sent but also copied to us.

“My name is (removed for privacy). I'm a LAME in Brisbane Heavy Maintenance. I will keep this short and to the point. Until now I was unsure which way I would vote in the upcoming ALAEA ballot. I no longer have any doubts. Your email, that I find both condescending and insulting, has convinced me that protected action is the only possible option. I will also encourage as many members of the ALAEA to pursue the same course of action.”

The ALAEA encourages all members to reply openly to Qantas management and let them know exactly how you feel. The more emails received, the clearer the message becomes.


Stephen Purvinas
Federal Secretary

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