

QF: 035/2008

14 April 2008



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# ❖ NOTICE ❖

**TO: QANTAS MEMBERS**

**RE: LAME EBA UPDATE 14 APRIL**

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We are pleased to announce that the Australian Industrial Relations Commission has approved our application for a ballot of members for Protected Industrial Action that will be carried out by post by the Australian Electoral Commission. At this stage it looks likely that the voting will open on Monday the 28<sup>th</sup> of April and close on the 8<sup>th</sup> of May. The opening of the ballot allows two weeks for both the ALAEA and Qantas to prepare lists of members/staff and have this information merged by the AEC Officers. Time is then allocated for the printer to prepare ballot papers and envelopes and send them out.

I have been advised that management have issued some information that has led to confusion over the weekend and ask members to take all management comments from this point in time with a grain of salt. It must be clearly remembered that a large portion of Qantas manager's remuneration is made up from bonuses that are achieved when the airline makes more money. This can be done by reducing or limiting the wages of Qantas workers. If Qantas managers can create confusion or division in our membership they will because it may lead to more money in their pockets.

Over the coming weeks I will be thoroughly answering all member enquiries in notice form so the membership is clear on where we stand on key issues, why we have taken the various steps in the manner we have and how you stand legally. I will also be holding membership meetings offsite in as many locations as possible, the first being at the **Sydney Rowers Club** at:

**16:15 Thursday 17<sup>th</sup> April**

**18:30 Thursday 17<sup>th</sup> April**

We do not expect that Qantas will authorise ALAEA members to take time off work to attend these meetings and will not be requesting they do. Members finishing after the commencement times of the meetings are more than welcome to arrive later to have their questions answered.

The coming months are shaping as the most defining for the ALAEA since most of us attained our first licences. The decisions we make will shape our future and no matter what the outcome of this EBA, a united membership now will send a clear message to all airlines in this country that LAMEs must be treated with respect and can't be replaced overnight.

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

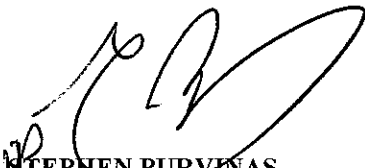
At times I see that our Association's credibility has been called to question by Qantas management because of decisions we have made. From my point of view your Executive has been as patient as any conservative management team could expect from a union whose membership is saying that 3% p.a is not enough.

We have withheld Protected Industrial Action over the festive season only to find that our January leave remained cancelled. We have postponed January action in favour of further negotiation. We have supported an in-principle Agreement and attempted to sell the merits of those terms to our membership and been told that the outcome was insufficient. We have met with the airline on many occasions since then offering solutions to avoid Protected Industrial Action and all have been rejected by Qantas.

The next time you are approached by a Qantas manager and the credibility of your union is called to question please assist us and remind Qantas that ALAEA officials do not answer to David Cox and Geoff Dixon, they answer to their membership. Their membership has told them that they want a small share of the pie from an extremely profitable airline and it was about time the airline responded in kind to the workers who took a wage freeze in difficult times to put it where it is today.

In the coming weeks our door will continue to remain open to Qantas management in order to find a solution but this time, if Protected Industrial Action is approved, we will not delay in the taking of action. The existing Executive has learned several lessons in the past two years of office but the one that continues to come back and remind us time and time again is that the current team of managers representing Qantas do not listen to our concerns until we decide to stand together and take action that they don't like.

Members are asked to continue emailing or writing to us with queries so the answers can be incorporated in ALAEA notices. Any member who has moved house since December and has not advised the ALAEA of their new home address should do so within the next 24 hours in order to avoid missing out on a ballot paper.



**STEPHEN PURVINAS**  
Federal Secretary