

QF: 037/2008

17 April 2008



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❖ NOTICE ❖

TO: QANTAS MEMBERS

RE: LAME EBA UPDATE 17 APRIL

Some members have contacted the Association in the last few days expressing overall support for protected Industrial Action but had questions regarding the ALAEA internal process related to the timing and possibility of 2 day stoppages. On each occasion after a chat with the concerned member and clarity about the purpose of the "2 day stoppage" inclusion in the ballot the members made it clear that they were supportive of our position.

The Federal Executive included the 2 day stoppage option after careful consideration of advice from former AIRC Commissioner Bill Mansfield. A copy of an email from Mr Mansfield appears over the page. The ALAEA Executive alone will not be making a decision and directing members to walk off the job for 2 days. Our internal policy will be to take a second ballot at the appropriate time to determine if members wish for this part of the action to be exercised. For example it may be considered during the following typical scenario –

- Members in a port have been rejecting overtime for a month.
- Through frustration Qantas escorts a member off base and refuses to pay them (a lockout).
- The members decide to have a four hour stop work meeting in support of the "locked out" member.
- At that meeting the members present make a decision to support their colleague by taking 2 days off work.

The 2 day stoppage option needs to be approved in the upcoming AEC ballot to allow ALAEA members to quickly decide to support others without the need for a further Commission hearing and AEC ballot, a process that could take up to one month. This option sits as a reminder to the airline that our members have options to fight back if they go out of their way to hurt us. Having the option available provides protection from loss of pay due to "lockouts" as the airline will be more reluctant to go down this path.

For its part, the ALAEA Executive understand that 2 day stoppages is a serious step for us to take and would not like a group of angry members to make a spur of the moment decision to support a 2 day stoppage at a show of hands meeting. In future if members ever seriously consider a 2 day stoppage I will only be recommending the taking of that action to the Executive if 80% (in line with Bill Mansfield recommendation) of those members voting approve the action in a subsequent secret ballot.

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

Mr. S. Purvinas,
Federal Secretary,
ALAEA.

Dear Steve,

This advice is to respond to concerns over aspects of the Protected Action Ballot question.

The first point to make is that each of the items dealt with in the question (bans on overtime, higher duties and secondments, stop work meetings and work stoppages of up to two days) are considered individually by the union in carrying out your industrial action. I understand your action will, initially at least, focus on overtime bans and this should impact on Qantas without the need for stopping work for up to two days.

Secondly, the ALAEA is not aware of just how Qantas will respond to its campaign. It could bring in non-union workers to do the work of ALAEA members or lock out ALAEA members. You have had to tell Qantas what your bans will be. Qantas has told ALAEA nothing about what its planned response will be. The union needs to have a response available to it should Qantas escalate the dispute to your disadvantage and it is advantageous to have available numerous options.

Thirdly, if the opportunity for up to a two day stoppage was not there and due to actions by Qantas the union wanted to stop work for more than just a "meeting", you would have to go back to the AIRC and seek a fresh ballot of all members. This would take three to four weeks and for all of that time your actions would be restricted to bans and stop work meetings. The AIRC ordered ballot would also be of a National nature and a scenario may exist where a member was locked out in Adelaide and his Adelaide colleagues may wish to take a site ballot to determine if they wished to support the locked out member by stopping work for 2 days. You need the pre-approval now to allow these options to become available.

I understand that the Association will not use the two day stoppage action unless firstly Qantas responds in a disproportionate manner and the members concerned have a further secret vote which approves the stoppage by a large majority (I would suggest 80%). Members should be assured that any proposal for work stoppages will not be made by the union Officers but the members themselves only after Qantas has escalated the dispute.

Finally, Qantas is committed to a 3% wage policy for its employees. It will not easily be persuaded that it needs to change. You can expect that senior management will respond strongly to the ALAEA campaign with everything from leave cancellations to lock outs, so you need to have a strong response in reserve such as a stoppage of up to two days. By having a strong response in reserve it may deter Qantas from exercising the lockout option in the first place and protect your members from loss of income. The ALAEA hopes it won't be necessary to use it, but it should be available should circumstances require it.

Yours faithfully,
BILL MANSFIELD
ALAEA Industrial Adviser.

Members are encouraged to continue asking us questions via email, website links or face to face at various meetings that are taking place.



STEPHEN PURVINAS
Federal Secretary