

QF: 039/2008

28 April 2008



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❖ NOTICE ❖

TO: QANTAS MEMBERS

RE: LAME EBA UPDATE 28 APRIL

Ballot papers for the PIA ballot are being posted to ALAEA Qantas members by the Australian Electoral Office today (Monday). After some 18 months of negotiations with Qantas for a new EBA, we have not reached agreement. Essentially the problems between Qantas and the ALAEA are:-

- (1) The Qantas salary offer – 3% pa over four years
- (2) A number of issues from the negotiations where Qantas has backtracked or created serious uncertainty on its stated positions.

The Association has tried to bridge the wage gap with a number of proposals to Qantas which would bring their offer closer to the standards set by other employers. Qantas has responded with its “3% is our offer”. We know that:-

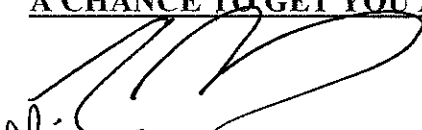
- Most other skilled employees are getting EBA’s of 4.5-6 percent per annum
- Qantas is on track for a record (over \$1 billion) profit this year
- Qantas Executives are getting significantly more than 3%
- The CPI is currently over 4% - 3% does not even maintain our living standards

In addition to the low wages offer, there are a number of other issues yet to be agreed upon. These include:-

- Quota numbers still not agreed
- 1% extra superannuation not going to all members in Qantas accumulation schemes
- The consolidated EBA not yet prepared/agreed
- The application of new rostering clauses

If we are to fix these problems, there is no alternative to the action we propose. If you vote “yes”, we will continue to offer Qantas the opportunity to negotiate and we will do everything we can to resolve the dispute as quickly as possible. If you vote “no”, we will do our best to continue negotiations with Qantas, however the chance of improving the existing offer will be virtually nil.

**THE FEDERAL EXECUTIVE RECOMMENDS YOU VOTE “YES” AND GIVE US
A CHANCE TO GET YOU A BETTER DEAL**



STEPHEN PURVINAS
Federal Secretary

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