

QF: 042/2008

6 May 2008



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❖ NOTICE ❖

TO: QANTAS MEMBERS

RE: LAME EBA UPDATE 6 MAY

Today's notice reports on various matters currently related to the Qantas EBA.

Leave AIRC Hearing

Members will be aware that we have taken three leave matters to the Industrial Relations Commission for conference with Qantas to report back to us by today regarding the cases put to them. We were advised yesterday by the airline that the three individuals, who were told that their leave was cancelled, would now have it re-approved.

The airline will not be cancelling any DILs, RDOPH's or Long Service Leave that has already been approved and will now review each case on an individual basis. Please see attached letter. We are also still eager to have resolved the overall question of "*can they cancel my leave after it has been approved*". We think this is illegal and members should still raise with our office any case where they have had leave approved and later withdrawn.

Management Requests to Alter Leave Applications

We have been advised that some members have been asked to alter leave that is already approved from Long Service Leave to Annual leave. We strongly recommend that members do not amend any form of leave that has already been approved.

Protected Action

I was asked today by a concerned member if he could lose his job if he takes part in our Industrial Campaign that may include Protected Industrial Action. The term itself implies that any person taking part in Protected Industrial Action receives some form of protection from actions or treatment that an employer decides upon.

The term is somewhat misleading as Qantas may do one of a number of things to "hurt" members in their employment. The one thing they cannot do is terminate or take steps towards termination for taking part in any Protected Industrial Action. The word protected means only one thing, your job is protected.

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

Ballot Closure and Possible Timing of Action

The Protected Industrial Action ballot closes at 10 AM on Thursday the 8th of May. Members who haven't sent their paper back to the AEC must now do so in a guaranteed next day delivery envelope or they may miss the cut-off time. It is expected that the result would be known on the same day in the afternoon. Should the ballot be successful then we are required by law to give Qantas 3 days notice of any Protected Action we intend to take. This would allow action to be taken by 0001 on Wednesday the 14th of May.

AFR Response

An extensive article was published by the Australian Financial Review newspaper yesterday where Qantas CEO Geoff Dixon discussed his plans for his final 12 months at Qantas. Those who read the article will note that the majority of it refers to our union and what Mr Dixon intends to do to us. A number incorrect statements were made by the paper and this comment was no doubt planted by Mr Dixon to stir the pot.

"The management of this company has contributed far more to its wellbeing and its success than any bloody union has"

I know that members may feel like openly responding to this type of provoking but we will not be sucked in to a "he said, she said" war that moves our dispute from the tarmacs into the papers. To put it simply, the ALAEA will be wishing Mr Dixon all the best in retirement.

EBA Meeting

Senior ALAEA Officials have requested and will be meeting with Qantas management on Thursday morning as part of continued EBA negotiations. Throughout what could become a serious Industrial showdown it is important that the lines of communication are not closed. At this meeting we will be discussing with management options that could result in a fair wages and conditions outcome. It is likely that a revised form of the LAME wages structure will be discussed that would deliver real wage increases to all members and it would be expected that Qantas would take time to cost and formally respond to anything new to the table.



STEPHEN PURVINAS
Federal Secretary



Our ref: 08es59

RECEIVED
- 5 MAY 2008

BY:.....

5 May 2008

Stephen Purvinas
Federal Secretary
ALAEA
25 Stoney Creek Road
BEXLEY NSW 2207

By Facsimile: 9554 9644

Dear Steve,

RE: Annual Leave Cancellation

We advise that as of 5 May 2008, the Company has decided to cancel annual leave for the period of 15 May 2008 to 15 July 2008. We advise that approved long service leave, days in lieu, and rostered days off will not be cancelled. Any pending annual or long service leave requests will not be approved, however other types of leave requests will be approved should they not adversely impact operations.

The Company has carefully considered the operational impact of the types of industrial action the ALAEA has asked its members to approve. This unfortunate step of cancelling leave has been taken in order to provide essential operational coverage during the period that the ALAEA have indicated industrial action is to be undertaken.

Throughout this period the Company will carefully monitor the situation and assess operational requirements. Qantas will resume granting annual leave when it believes it can do so without affecting operational requirements.

Compassionate circumstances will be taken into consideration. We have a robust review process for such leave requests, and any compassionate leave will not be rejected without the GGM people for Engineering, Dennis Ratcliffe having a final review.

As was the case in January, the Company is prepared to reimburse the reasonable costs of non-refundable deposits in circumstances where the leave has been approved and has been cancelled.



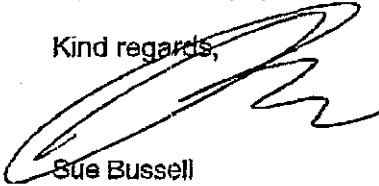
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Qantas Centre 203 Coward Street Mascot NSW 2020 Australia
Telephone 61 (2) 9691 3636

qantas.com

Please find attached a copy of the Notice issued to employees regarding this matter. Individuals who have had their annual leave cancelled will also be advised separately by letter.

If you have any questions regarding this matter, please contact me on 02 9691 2058.

Kind regards,



Sue Bussell
**GROUP GENERAL MANAGER
INDUSTRIAL RELATIONS**

cc. Dennis Ratcliffe, GGM People, Qantas Engineering
John Vincent, GGM Maintenance Services
Murray Harris, GGM Aircraft Customer Services