

QF: 044/2008

9 May 2008



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❖ NOTICE ❖

TO: QANTAS MEMBERS

RE: LAME EBA UPDATE 9 MAY

Members are advised that the Australian Electoral Commission have now declared the result of the protected action ballot. The results are –

Yes 993 No 226 Invalid 1 In favour 81.39 %

Percentage of Persons on Roll who Voted 81.14 %

Action will commence from next Thursday the 15th of May 2008 in pursuit of our claims, the key one being 5% wage rise per annum.

What you should expect in the coming weeks

Qantas management have proven in the last 2 years that they do not play fair when they don't get their own way. This statement is qualified by unfair standowns of members for weeks on end for doing trivial things such as putting safety cones in wrong positions. Management have allowed racial abuse of our members by a Qantas manager with words that would see any International cricketer banned for life, with no noticeable punishment. They have moved work overseas whilst declaring in the press that the maintenance would be transferred to Avalon and the impending action has already seen vicious comments in the papers by Qantas bosses from the CEO down.

Qantas management will make your life difficult in any way they can.

Expect them to pick on the vulnerable. Expect to be isolated yourself. Expect them to tell you that your redundancy is in jeopardy if you say no, but remember that the majority of LAMEs made redundant recently would never have been pushed around by management. Expect them to make threats, and when they do, just walk away.

The most important thing to remember from now is that we must stick together. Do not give advice to others on what you think should happen next. Do not respond to any management approach without ALAEA advice. Our notices and instructions are all checked to ensure they are Industrially sound and members must follow them. Any false move could jeopardise our push for a fair wage rise.

From Thursday there will be overtime restrictions and they will be planned in such a manner to ensure that you are not docked wages. Some members have incorrectly been stating that the way overtime bans may be structured has been designed to allow some of

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

our “mates” to still get some overtime. This is not true, the structure of overtime bans will be done to protect your and every LAMEs income. A blanket overtime ban may lead to no pay for any LAME (yet to be determined by courts) and may or may not be a very quick and unsuccessful end to our action. Qantas will be sent notification later today that includes the following Protected Industrial Action that is to commence on Thursday the 15th of May 2008 at 0001 hour –

On any calendar day that a member is not rostered for regular duty for any part of that day, no overtime will be performed by that member. This Protected Industrial Action will continue until further notice.

If you are asked to work overtime under the above circumstances, this is Protected Industrial Action and the ALAEA is directing all members including DMM's to say no. Because the rejection is during a period that you are not being paid wages (your day off) no amount of your wage can be deducted.

In all other circumstances it will be up to the individual to decide if they want to work overtime as is usual. Do not pressure or advise members that “you must work a little bit or you could get in trouble”. Remember that no Qantas LAME has ever been proven guilty of failing to work a reasonable amount of overtime. The decisions governing reasonable amounts of overtime are outlined by an AIRC test case which the ALAEA is acutely familiar with. Members who can't work overtime for family reasons, health reasons, fatigue reasons or legal reasons have a right to say no if they want to. If you are ordered to give a further reason, please contact our office or a Rep.

One message that we will repeat is that when you are rejecting a request to work overtime, your answer to that question may simply be “**NO**”. This answer is designed to cover all situations and should not be added to or altered.

Work stoppages up to 2 days, higher duty bans and secondment bans will not occur until further notice. If you don't want to do higher duties or a secondment during this extremely stressful period, you can say no but please do not add to these words.

Stop work meetings may occur at any time from 0001 hours next Thursday. They may occur at short notice or you may have several days to plan. Please follow the official directions of your ALAEA Representative and if this occurs please ensure that appropriate paperwork is raised for any task that you are amidst completing however complicated that may be.

Members will continue to receive regular information via our email system. If your address is not updated, please call our office today.



STEPHEN PURVINAS
Federal Secretary