

QF: 046/2008

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❖ NOTICE ❖

TO: ALAEA MEMBERS - QANTAS

RE: LAME EBA UPDATE 13 MAY

A number of members have called the office today with specific questions about what is to take place from 0001 this Thursday. I thought it would be relevant to share the answers with all Qantas members.

My manager is moving a Snr LAME off my crew and the DMM who is avionics has said he would do the DMM job and the Senior job at the same time. Can he do that?

No. The DMM is an essential component of man-down and other critical procedures and if unable to fulfil this role would create an unsafe situation for employees.

I usually make myself available for call ins for customer work on my days off. Should this continue?

If you are rostered off for that entire calendar day – NO. If you are rostered on for part of that day (eg. coming off night shift) you can work if you like or you can say NO. It's up to you. There are not going to be exemptions for customer work. It must be remembered that Qantas have made too many LAMEs redundant in the last two years and heavily relies on overtime to meet all their obligations. Exemptions won't be handed out for Commercial reasons.

I am a Senior in Heavy Maintenance and think it would be dangerous not to provide a handover, do I do my usual handover on overtime?

The ALAEA is a professional organisation and as such would not put in place any ban or limitation that could potentially reduce aircraft safety standards. This being the case we are not placing any limits on overtime handovers.

Three months ago it was arranged for me to do a 12 month posting overseas, how do these bans affect my posting? There are no bans on overseas work.

Why did I find out through management that there is going to be a stop work meeting this Friday and not the union? What is going on?

Qantas were advised that we would have a nationwide stop work meeting on Friday the 16th and Friday the 23rd for 4 hours each meeting from 1400 local time in each port. Last Friday members were advised to be ready at short notice for stop work meetings, the letter to Qantas was sent at 1650 and there was no time to prepare a new notice. Further information will be made available when venues have been booked.

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

I work in Alice Springs and we really need to work overtime on our day off because they don't have enough staff to cover every shift. Should I ignore the bans?

No. Qantas have made commercial decisions that leave every port understaffed after extensive redundancy programmes. Qantas can put in place alternative measures to meet their commercial obligations and flight schedules.

If a scab comes to work alongside me what do I do?

If this situation occurs contact your ALAEA Rep or our head office.

I have been asked to come in on my day off on Sunday to work the BBJ aircraft on overtime. Is this banned?

At this stage it is. I have contacted the Minister of Transport's office seeking any differing instruction from them and will pass this info on if anything changes. The ALAEA are aware that it may be important to keep the Government at least partially onside during the coming period.

I am really reliant on overtime and can't afford to cease working overtime on my days off, can I please get an exemption on compassionate grounds?

Sorry, we are all in this together. When overtime is limited, it is limited for all. If nobody worked any overtime, everyone would be on base wages and that is the fairest way to share the pain. The fact that some work more overtime now should not be held against those who don't. I understand that many members rely on some overtime component to survive; this is a result of many years of underachievement in the wages stakes. Our action is being taken to correct the wage erosion of the previous decade.

During a stop work meeting, who will remain at work to maintain a safe workplace for apprentices and AMEs?

It will be the responsibility of Qantas to maintain a safe workplace for remaining staff. DMM's, Supervisors, Senior LAMEs and LAMEs will be expected to take part in the stoppage. It must be remembered that all categories of LAME will benefit from any improvement to the previous offer.

If I take sick leave on the day of a stop work meeting, would I still get docked 4 hours pay?

Qantas can only dock people who participate in the action. If you are on genuine sick leave then you have not taken part in the action and should not be docked by the airline. The company may demand that you substantiate the sickness/illness with appropriate documentation.

Members should continue to forward relevant questions to our office.



STEPHEN PURVINAS
Federal Secretary