

QF: 048/2008

19 May 2008



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❖ NOTICE ❖

TO: ALAEA MEMBERS - QANTAS

RE: LAME EBA UPDATE 19 MAY

Firstly I would like to thank members for their solidarity over the weekend. There were only a couple of hiccups that we have been informed of. The first being a LAME who travelled to Alice Springs on his day off to cover for a Qantas employee who is currently on sick leave. We have spoken to the member who advises that management told him it was ok to do travelling duties on your day off. This is not the case and members should be well aware that Qantas may say anything to get you to break rank. Please call us for clarification on any matter where you have been asked to do something that you would not normally do on a day to day basis. In this instance members should be aware –

Overtime bans are in place for your day off. Do not accept additional work, or travel to alternative worksites during this period within or outside Australia. Do not accept shift changes to assist the company without our written guidance.

In another instance a DMM was known to have pushed an aircraft back after all other Engineers in the section had gone home. As his office was unattended during this period and no alternative Qantas man down procedure in place to safely carry out the pushback, a report has been lodged for breach of Qantas procedures. Members should be aware that the ALAEA will be encouraging all members to report LAMEs or strikebreakers who cut corners in order to dampen the effects of our Protected Action. Members should continue to work strictly to the rules defined in the various Maintenance and Qantas procedure manuals.

Discussion has continued over the weekend around the country about our decision to postpone the stop work meetings planned for last and next Friday. Members are reminded that the ACTU have offered us assistance so that we can achieve our objectives but they will not be making our decisions. ACTU Secretary Jeff Lawrence has written to Geoff Dixon seeking further meetings with an objective to discuss the outdated Qantas 3% wage policy. A copy of the letter is attached.

Finally, I wanted to share with members part of an email I received from a Qantas DMM on Friday. His questions were extremely valid and understandable from our members in the DMM position. It also must be highlighted that DMMs are covered by the Agreement we are negotiating and they participated in the democratic process that saw over 80% of our members supporting Protected Industrial action. Nearly all DMMs are ALAEA members and should not consider themselves part of the management team that are sharing in large company bonuses by limiting our wages to less than inflation.

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

Question - "With ref to alaea notice QF 046/2008, can you please clarify my legal position as a DMM. In para 2 you mention that a DMM is an essential component of man-down and other critical procedures, yet in para 5 over the page you mention that the DMM must attend the stop work meetings. All DMM's in the company need to ensure we are legally covered with respect to WorkCover NSW. The DMM is the area warden within the building and as such is the emergency point of contact for apprentices, trade assistants and other administrative staff within their work environment who may still be at work. As such we may be legally responsible if whilst attending a stop work meeting one of these staff members are injured at work.

I have not read any notices issued by the alaea explaining their discussions with WorkCover around these issues. Forgive me if you have contacted them and have not had time to issue a notice, but I believe this information is essential prior to any stop work meetings to ensure you and I are not sitting in a court room together defending ourselves against WorkCover in the event of an incident occurring whilst at a meeting. As far as I understand protected action protects our job only and does not protect us against WorkCover and other authorities.

I have obtained my own advice around this issue but it was only verbal and as such may not stand up in court. Could you please obtain this legal advice and issue a notice defining a DMM's responsibilities during these times to ensure we are covered. Please do not read into this email and surmise as to where I am heading, I have a duty to support my mates and invest in our future but at the same time have a duty of care to other staff within my area, therefore this clarification is essential for anyone in this position of responsibility with WorkCover NSW."

Response - "You're spot on here regarding the responsibilities of your DMM role, it's not a job that can be left derelict by the person carrying out that role for various safety reasons. When you take part in a stop work meeting, the DMM role does not belong to you and I will elaborate I bit further.

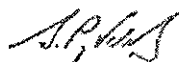
When we withdraw our labour in pursuit of a fair and reasonable wage outcome, we do so because the company we are dealing with are not taking us seriously or valuing our contribution. We test that by putting the company in a situation that highlights our value by withdrawing our services. For a LAME, that means his transit duties, certification, rectification, supervision of AMEs, time preparing for new work etc.... For a Snr LAME this also includes the Supervision of his crew, allocation of work and the other additional responsibilities he holds. When you as a DMM stop work (and don't get paid) you leave the premises as you would any other time you finish your shift. You withdraw what you provide which is all your normal duties including the duty of care to staff in your area. You don't just withdraw the aspects of your job that the company can do without, that would defeat the purpose. You need to let the company know that you are valuable, can't be replaced by untrained staff and deserve a wage rise at least in line with inflation.

The genuine concern I sense you hold for AMEs and apprentices in the section are legally covered by the Protected Industrial Action process. Although protection ensures that the airline cannot terminate your employment there are certain other phases of the workplace legislation that also absolve you of responsibility if you were to take part in legal Protected Action. When the legislation was drafted, this

was catered for by ensuring that unions were required to give 3 business days notice to employers so they could put in place contingency plans. It is no secret that Newport Aviation are on standby with many strikebreakers earning about twice your wage to take over your responsibilities. If you take part in a stop work meeting and something happens whilst you are away, that is Qantas's responsibility, not yours as we have given them ample notice that you will be absent.

As one of the younger DMMs in the country I do understand that you may feel somewhat confused about your current position. This confusion was certainly created years ago when they introduced the new DMM title. It made our Foreman and Supervisors feel like they are part of the management team. Quite simply it was part of the divide and conquer strategy. I sit back watching from a distance now and wonder why so many DMMs strive to please many of today's managers who have never laid a hand on a tool, managers who have jumped over the best LAMEs in this country to become Engineering leaders when they had failed in their pursuits to even attain a single aircraft licence, I sit back and think, you would have a better chance of moving a further step up the ladder if you went a got yourself an Arts degree.

DMM's have a title but they do not share in the management bonuses. Some feel like they are the meat in the sandwich but they only feel like that because they allow management to manipulate them. DMMs are covered entirely by the same wage agreement as a level 3 LAME. DMMs are not categorised as staff although management may wish you to think that way in order to have you break rank and stay back to supervise strikebreakers. At the end of the day, all DMMs in this country will benefit from the stand being made by all ALAEA LAMEs taking part in the Protected Action. I strongly urge you to continue to think of your workmates, fellow members and their families who are making the sacrifices that we all hope will bring the fair wage offer that has been long overdue."



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16 May 2008

Geoff Dixon
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Geoff,

RE: **ALAEA EBA Negotiations**

I am writing further to the press statements in the last couple of days about the ALAEA EBA negotiations.

The ACTU notes with great concern the impasse in negotiations.

While appreciating the competitive pressure, in a global industry, it is of serious concern that a major and profitable Australian company would seek to impose a salary cut in real terms. Qantas workers have previously accepted a wage freeze to assist the company in difficult times but with a record profit forecast this is not acceptable. On the contrary this is a time when working families are bearing the brunt of economic cost pressures and a fair outcome that recognises this is both respectful of employees' contribution and economically viable for the company.

It is also quite shocking to view contracts negotiated by Qantas management and to in turn witness your refusal to deny that Qantas is in the process of engaging overseas contract labour to replace ALAEA members in the event that industrial action is taken pursuant to the bargaining notice provided by the union. Such action would mean serious deterioration in the relationship that Qantas has with its unions and would be detrimental to Qantas customers.

It would be unfortunate if at the same time as we're seeking to negotiate a new consensus about industrial relations in this country that Qantas departed from its past commitment to collective bargaining.

The ACTU believes that the ALAEA claims with respect to wages and conditions are reasonable in all the circumstances. We accept however that it's important for this matter to be settled by negotiation as soon as possible.

I'm therefore urging that you and other senior management meet with me and officers of the ALAEA as a matter of urgency. I would appreciate it if your office could contact my assistant Pirjo Laine on (03) 9664 7309.

Yours faithfully,



Jeff Lawrence
Secretary