

QF: 049/2008

22 May 2008



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❖ NOTICE ❖

TO: ALAEA MEMBERS - QANTAS

RE: LAME EBA UPDATE 22 MAY

ACTU Assistance

An ACTU joint Qantas unions meeting was held yesterday and every union that represents Qantas workers was in attendance. The meeting was convened to discuss our EBA and the overall thoughts of other unions regarding Qantas's 3% wages policy. At the end of the meeting a resolution of support was unanimously endorsed by all unions. A copy of a letter by ACTU Secretary Jeff Lawrence to Geoff Dixon containing the resolution is attached.

Help Hotline

The ALAEA office number (02) 9554 9399 has now been directed out of hours to a Senior Executive member who is available 24 hours a day in case of emergencies. This would include matters such as moves by Qantas to stand down members, short notice advice on travel to other ports etc.... Please do not ring this number out of hours to discuss your thoughts on what you think would be an acceptable EBA outcome.

Upcoming Meetings

Senior ALAEA Officials and Jeff Lawrence from the ACTU will be meeting with Geoff Dixon this coming Monday to discuss the Qantas EBA. The main point of discussion will be wages outcome where the ALAEA and the ACTU will be advising Qantas that its 3% wages policy is outdated.

On Wednesday leaders from the three main Maintenance unions and Jeff Lawrence will be meeting with Geoff Dixon to discuss maintenance outsourcing. This meeting is a direct result of the rejection of the approval for EBA inclusions for maintenance flexibilities in this EBA. At this stage we are attempting to plan feedback meetings with members shortly after the two Geoff Dixon discussion.

Sydney Domestic Pushback Procedures

Most members have continued to follow our ongoing recommendation to carry out 2 person pushbacks until such time that cordless headsets have been introduced as part of the one-man procedure and commitments to Qantas Safety. This recommendation is still in place.

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

LAMEs at Sydney Domestic Terminal have identified a training requirement for all LAMEs at SDT that includes a "role playing" exercise for man down situations. We are advised that no staff member has received the training and cannot meet their regulatory obligations if they proceed with a one person pushback.

We are working with ACS management with the issue but in order to maintain a safe workplace, members at Sydney Domestic Terminal are directed by the ALAEA to carry out two person pushbacks at all times, from all gates until further notice. We understand that this same direction has been given by Qantas management. Other bases should check Local Area Procedures for man down compliance.

Overtime for OH&S

Members have been calling the office with various scenarios asking if they should work overtime on **days off** or undertake Shift changes for various OH&S matters. The following guidelines should be used –

To attend OH&S meetings – No

To attend OH&S training – No

For OH&S Reps to address issues that present an immediate risk to health/safety - Yes

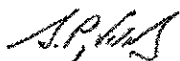
Travel to Other Locations Whilst on Shift

Some guidance has been given to members who have been asked to travel to other work locations during shift. Two scenarios have presented themselves. One where members have been ensured that they will return to their home port prior to finish time and another where after shift overtime would be required to travel home.

In both cases we are advising members that it is their prerogative if they wish to accept a work offer in another location. The ALAEA is of the view that no LAME can be guaranteed a return flight home that will allow them to finish their usual shift on time. We understand that members have family and other outside commitments that may be affected by travel to other ports and therefore the decision to go rests with the employee.

Overtime Ban Impact

We are constantly being updated by members regarding the impact of the actions that commenced a week ago today. Despite leave embargoes, we are informed that hold items and aircraft delays have increased significantly across the network. During these times members should take extra care not to breach any maintenance or company procedure.



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Federal Secretary

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21 May 2008

Geoff Dixon
Managing Director and CEO
Qantas Airways Ltd
203 Coward Street
Mascot NSW 2020

Geoff,

I am writing to advise you that a meeting of Qantas Unions took place today at the ACTU and unanimously endorsed the following resolution.

I look forward to discussing this at the meeting at 11.30am on Monday, 26 May at the ACTU.

Yours sincerely,



Jeff Lawrence
Secretary



Wednesday, 21 May 2008

Resolution

This meeting of unions with members employed by Qantas Airways:

- 1 Supports the campaign of the ALAEA for a fair wage outcome for Maintenance Engineers;
- 2 Rejects the claim by Qantas that a 2008 wage claim above 3% is excessive;
- 3 Calls on Qantas to negotiate fairly with Qantas unions to take account of factors such as:
 - current CPI levels;
 - productivity, skills and responsibilities of Qantas workers;
 - profitability of the airline;
 - comparable settlements in the other enterprises.
- 4 Calls on Qantas to accept that ALAEA members rejected the 3% offer;
- 5 Calls on the ACTU to provide practical assistance to the ALAEA during the dispute.