



STORY OF THE QANTAS ENGINEERS



Mr Brown told Fairfax that the ALAEA "are making an opportunistic grab for cash, a grab for money."

Year	Qantas Licenced Engineers	Geoff Dixon Package (Qantas CEO)		Kevin Brown Package (Manager People)		David Cox Package (Manager Engineering)	
1999	2%						
2000	3%						
2001	0%						
2002	0%	\$2.4M					
2003	3%	\$1.6M	-33%	\$0.66M			
2004	3%	\$6M	275%	\$1.4M	111%		
2005	3%	\$6.4M	6.6%	\$1.5M	7%		
2006	3%	\$5.2M	-18.8%	\$1.7M	10.5%	\$1.26M	
2007	0%	\$6.7M	22%	\$2.3M	40%	\$1.89M	50%
2008	0%						
Total	17%	251%		168%		50%	
Average	1.7% pa	50% pa		42% pa		50% pa	

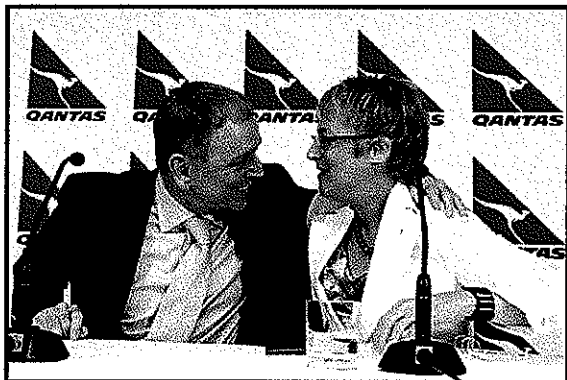
Looks like you've made the most of your opportunities Mr Brown.

Qantas Licenced Aircraft Maintenance Engineers (LAMEs) are seeking their first pay rise for 2 ½ years. They are asking for 5% per annum.

In 2001-2002 they froze their wages and received no pay rise for 30 months in order to help Qantas overcome SARS and 9-11. They have never been repaid. In the same period that they made sacrifices to keep the airline viable, Qantas CEO Geoff Dixon pocketed a 1 Million dollar performance bonus.

The combined total of every Engineer wage rise in the past ten years is 17% or 1.7% per annum.





Qantas CEO Geoff Dixon and Chairperson Margaret Jackson share a moment after announcing approval of the Qantas APA takeover. The bid that ultimately failed could have netted Dixon bonuses upwards of 90 Million dollars.

Qantas management have threatened to send more of our work and jobs overseas if we do not accept a meagre 3% wage rise that in real terms is a wages cut. The same Qantas managers say they have signed off on a group 3% wages policy that they do not apply to themselves.

Qantas Engineers have not reneged on any agreement, they have exercised their Democratic right to say No to 3% and are undertaking legal overtime restrictions and stop work meetings in support of a real wage rise that allows them to keep pace with inflation.

A LAME enters at the wage rate of \$53,248 pa. After 20 years this rises to 73,200 pa. Top rate is \$93,198 pa for a single licenced LAME when he hits 40 years' of Qantas service. If the LAME leaves and comes back, he starts again at \$53,248 pa. Shift penalties and overtime are paid additionally.

Due to taxing shift work most Qantas LAMEs are the sole income providers to their families and work extensive overtime to pay their bills. Outdoor shift work through the night takes its toll. Most will have been divorced at least once and life expectancy is 7 years less than the Australian average.

On an average day they will certify for the safety of thousands of peoples lives. During the course of their careers the average LAME is required to pass over 150 examinations each of which require extensive study in the Engineers own time. Qualifications are not transportable to other industries.

Qantas have recruited a strikebreaking workforce from Qantas retirees and Australian LAMEs based overseas. They are paying them \$200,000 pa to take our jobs. Most have been paid since January 2008 and have not worked on a single aircraft. Our claim would take our base wages to \$58k-\$102k pa.

Qantas upgraded their profit forecast in Dec 2007 to \$1,400 Million. They claim a wages flow on to all 35,000 staff if they obtained a 5% wage rise would cost \$360 million over 3 years (\$120M pa) or less than a 9% profit re-investment. The airline that is making massive record profits are crying poor due to the rise in fuel costs. What they won't explain is how the increases to fuel levies and airfares more than cover fuel rises. The high Aussie dollar is making the purchase of aircraft and parts 20% cheaper than 4 years ago and Qantas is doing just nicely.

The ALAEA have organised today's 4 hour stop work meeting after Qantas refused to allow us a short period of release to meet with our members. We offered a skeleton staff to remain at work to prevent disruption to services and Qantas refused this offer. Instead they chose to cancel a negotiation meeting that could have resolved this dispute. We apologise if your flight departs late today.

Qantas Engineers in 2006 when Australia's largest aircraft maintenance facility was closed in Sydney and work transferred to Singapore.

A number of "dodgy" practices have since surfaced from overseas facilities including broken wiring that was stapled together in dozens of locations across a number of aircraft.

