

QF: 071/2008

24th June 2008



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❖ NOTICE ❖

TO: ALAEA MEMBERS – QANTAS and FORSTAFF

RE: EBA UPDATE 24th JUNE

The Moving Target

I have found it a little difficult releasing a notice in the past week with the situation usually changed from when I commenced writing to the time I have finished. The article about good days and bad days has now come full circle with a bad day on Friday when we reluctantly made a decision to cancel Wed and Thu meetings to avoid an AIRC hearing which we were not prepared for. Friday and Saturday notices to Qantas are attached.

Future Plans

Some members may have seen some comments we have made in the press in the past couple of days about work stoppages for the purpose of supporting our claims made for the new EBA. I think we have generally held a line that protected industrial action would continue until Qantas comes to their senses and rethinks their wages policy and negotiates a fair outcome for our EBA claim for 5% increase. We will continue but of course there will be variations to strategy, timing etc.... We have received many emails and calls from members complaining that they have not been given a chance to take part in stoppages to support the EBA claims. I ask if members could please be patient, we do have an extensive program mapped out that at least intends to include all members and shares stoppages around as evenly as could be expected.

It should be noted that many events behind the scenes are taking place and recent developments may lead us to a situation where a work stoppage might occur at any time or place without 3 days notice and in accordance with the Workplace Relations Act. In fact notice time might be as little as 30 minutes, depending on the legal situation.

In the coming weeks members may expect the unexpected.

Good Days and Bad Days

On any one day I would speak with two dozen Qantas LAMEs. At times I get told about things that have occurred that do not make members too pleased such as the constant underhanded tactics being used against us with leave refusals and dockings. Other days I am relayed good news stories and everyone seems to be happy. Thursday was a good day.

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

It was midday when I received a call from the Sydney office explaining that Qantas had lodged an application in the AIRC seeking s.496 orders against the ALAEA for planning/involvement in unprotected industrial action on the form of overtime bans after and before shift in Tullamarine Heavy Maintenance. This was the 4th time Qantas had sought s.496 orders against us in the past two years and they have always been successful with their applications with binding orders issued against us.

Shortly after we were advised that the hearing would be at 16.15 in Melbourne before Commissioner Kaufman on the same day. One can only compare the planning that needs to take place to prepare a defence for a s.496 case to the scenes in H245 on the last days of a 747 D-check. Our only Industrial Officers were in Sydney and I was in Melbourne wondering what the hell to do. From my office I could already imagine the smell of the press releases Qantas had ready after the Engineers may have been reprimanded by the AIRC for planning unauthorised industrial action. The stakes were high after a reasonably good day in the press with new stories about Qantas's buggery campaign they planned for the next day.

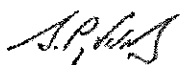
It was at this time our Senior Industrial Officer Gary Norris came up with some much welcomed ideas. He advised me that he was jumping on the next flight down to Melbourne and during his travel period I should issue a notice to members advising them of their legal rights and obligations regarding the acceptance of overtime. He suggested we even include some of the words from the orders Qantas was seeking. I followed his advice.

Qantas turned up with their usual entourage of QC, Barristers, Solicitors, Managers and other legal assistants. There were some jurisdictional arguments about the service of documents and during a break I handed the Qantas team a copy of my notice that they weren't aware of. After the Commissioner was given a copy he asked the Qantas team if there was any need to continue as the notice had made clear that the union were not planning action, he even highlighted that Qantas's own words had been used.

Qantas complained that they may have difficulty getting people to work overtime in the future and the Commissioner was of the opinion that they would have to wait and see what happened in the future. He advised that they would always be able to present a case down the track if they liked but the need to issue orders against the union was currently not present.

Orders against us were not issued.

I was sharing a cab home with Gary discussing the day, his quick thinking and ability to present a case in these circumstances. We thought that Qantas may be trying to bugger us around on days that we were busy in the press to keep our officials occupied doing things other than interviews. Having reviewed the day, the only engagement I missed because of the case was ABC Townsville. Our four Townsville members may disagree but I think any plans to keep us out of the press seem to have failed.



STEPHEN PURVINAS
Federal Secretary

23 June 2008

Ms Sue Bussell
Industrial Relations Manager
Qantas Airways Ltd
QCA4 203 Coward Street
MASCOT NSW 2020



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Dear Sue,

Please be advised that Protected Industrial Action in the following forms will take place on **Friday the 27th of June** for all ALAEA Qantas LAMEs (including LAMEs, Seniors, Supervisors, DMMs and other categories covered by the Qantas LAME EBA);

- A work stoppage for all Sydney International LAMEs whose surnames start with letters A-K from 2000 until end of that shift.
- A work stoppage of 4 hours for all Sydney Base Maintenance LAMEs whose surnames start with letters A-K from 1400 until 1800.
- A work stoppage of 5 hours for all Brisbane Domestic Terminal LAMEs from 1800 until 2300 for all LAMEs whose normal shift is rostered to commence at 1800.
- A work stoppage of 4 hours from 1900-2300 for all Melbourne (Tullamarine) Heavy Maintenance LAMEs.
- A work stoppage of 4 hours from 1100-1500 for all Perth LAMEs.
- A work stoppage of 4 hours from 0800-Midday for all Avalon LAMEs employed directly by Qantas.

STEPHEN PURVINAS
Federal Secretary

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Dear Sue,

Please be advised that Protected Industrial Action in the following forms will take place on **Saturday the 28th of June** for all ALAEA Qantas LAMEs (including LAMEs, Seniors, Supervisors, DMMS and other categories covered by the Qantas LAME EBA). The protected industrial action is organised or engaged in for the purpose of supporting or advancing claims made by the ALAEA in respect of the proposed EBA with Qantas;

- A work stoppage for all Sydney International LAMEs whose surnames start with letters L-Z from 2000 until end of that shift.
- A work stoppage of 4 hours for all Sydney Base Maintenance LAMEs whose surnames start with letters L-Z from 1400 until 1800.
- A work stoppage of 5 hours for all Brisbane Domestic Terminal LAMEs from 1800 until 2300 for all LAMEs whose normal shift is rostered to commence at 1800.
- A work stoppage of 4 hours from 1300-1700 for all Darwin LAMEs.
- A work stoppage of 4 hours from 1000-1400 for all Adelaide LAMEs.
- A work stoppage for the first 5 hours of any shift starting after midday for Brisbane International LAMEs whose staff numbers end in an odd number.

STEPHEN PURVINAS
Federal Secretary

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