

QF: 078/2008

8th July 2008



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❖ NOTICE ❖

TO: ALAEA MEMBERS – QANTAS and FORSTAFF

RE: EBA UPDATE 8th JULY

Today's Meeting

Was cancelled by Qantas. It is now likely that a new time will be fixed for Thursday.

Forced Overtime

Members from Melbourne International Terminal have been directed by management to report for duty for all their 0530 and 0600 shift start times at the Melbourne Domestic office. The International roster is a 9.5 hour one and members have been ordered by manager Tony Lauder to work 2 hours of overtime every day they are working at Domestic in order to align their shift length closer to the 12 hour roster.

A similar scenario has been forced upon Sydney International members working what is commonly referred to as the "swing shift".

Management can't legally force you to work overtime. Individuals need to consider a number of matters that are governed by the ACTU test case such as:

1.1 Subject to clause 1.2 an employer may require an employee to work reasonable overtime at overtime rates.

1.2 An employee may refuse to work overtime in circumstances where the working of such overtime would result in the employee working hours which are unreasonable having regard to:

1.2.1 any risk to employee health and safety;

1.2.2 the employee's personal circumstances including any family responsibilities;

1.2.3 the needs of the workplace or enterprise;

1.2.4 the notice (if any) given by the employer of the overtime and by the employee of his or her intention to refuse it; and

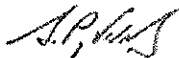
"To undertake supervise and certify for the safety of all who fly."

1.2.5 any other relevant matter."

From experience we can assume that Qantas are expecting the ALAEA to lodge objection with the AIRC and direct members to say no to this overtime until further notice. We are not in the business of playing into management hands. At this stage the ALAEA recommend members work the overtime when directed if you can after taking in to consideration the matters from the ACTU test case. Take the additional money and put it aside for a rainy day.

Work Stoppages

Notification for the first series of stoppages beyond World Youth Day was sent to Qantas today. 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 copy of the notification is attached.



STEPHEN PURVINAS
Federal Secretary

8 July 2008

Ms Sue Bussell
Industrial Relations Manager
Qantas Airways Ltd
QCA4 203 Coward Street
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Dear Sue,

Please be advised that Protected Industrial Action in the following form will take place from Monday the 21st July for all ALAEA Qantas LAMEs (including LAMEs and Seniors). The protected industrial action will continue until advised otherwise. 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 Melbourne International Terminal ALAEA members whose shift commences at 0530/0600 for the first four hours of every shift starting at these times. These stoppages will not occur on weekends.
- A work stoppage for Sydney International Terminal ALAEA members who are assigned on a particular day to the "swing shift" for the first four hours of any "swing shift" on Monday, Wednesday or Friday.

STEPHEN PURVINAS
Federal Secretary