

QF: 006/2009

11th May 2009



25 Stoney Creek Rd Bexley 2207 NSW
Ph: (02) 9554 9399 Fax: (02) 9554 9644
Email: alaea@alaea.asn.au
Web: www.alaea.asn.au
ABN: 84 234 747 620

❖ NOTICE ❖

TO: QANTAS MEMBERS

RE: Proposed Cairns Redundancies – Threats and Intimidation

The ALAEA has received complaints from members over certain overzealous representatives of Qantas management in Cairns threatening and intimidating ALAEA members with the intent of coercing them to fill out and lodge a redundancy EOI at Cairns. Such actions by Qantas is potentially a breach of s.792 and 793 of the Workplace Relations Act 1996 and Qantas and/or those Qantas representatives who may be found to have perpetrated such breaches may be fined. In addition such behaviour is a serious breach of the Qantas Code of Conduct Policy and may constitute harassment and bullying. The ALAEA would expect Qantas to suspend those employees from normal duties whilst a full investigation takes place.

Members are advised that the Cairns redundancy process has been discussed with the ALAEA and we insisted that the process be free of any unfairness and without prejudice. Towards that aim at a meeting with Gavin Harris and Qantas IR it was agreed that:

1. EOIs would only need to be lodged if a person wanted to be one of the 6 redundancies or be redeployed.
2. If a person did not want to go or be redeployed then they did not have to lodge an EOI in any form.
3. Once the EOIs were lodged the situation would be assessed regarding numbers and if the 6 had been attained then there would be no further process necessary.
4. If the 6 were not attained then there would be further consultation with the ALAEA in regard to the options that may be available to the parties. Such options might include (but not be limited to) honouring previous EOIs lodged in Brisbane or other ports and relocation/backfilling options.
5. Then there would be another round of consultation in regard to what organisational restructuring may be needed in Cairns

Should any other members be subject to any threats or intimidation they should document the occurrence and then report it to the ALAEA Federal Office.

STEVE PURVINAS
Federal Secretary

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