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# ❖ NOTICE ❖

**TO: QANTAS MEMBERS**

## **RE: DRUG AND ALCOHOL TRAINING**

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For several weeks we have been receiving enquiries from members who have been told various stories by Management and Supervisors about a requirement to do the Qantas D&A training. Our last notice recommended that no Qantas member carry out this training. There has been no further notice or instruction from us or the ACTU to do the training. As is normally the case, unless the ALAEA instructs otherwise, our advice remains in place until superseded by a new notice and in the case of D&A training we strongly advise members not to undertake this training.

If you complete the training, Qantas may deem this as your agreement to vary your conditions of employment. You do not have to agree to these changes and if you do it may be seen as your personal agreement to the following terms that go beyond the CASA mandated program.

- Unnecessary urine testing which could monitor traces of substances over a long period of time as opposed to the fairer saliva tests that determine temporary impairment.
- Reporting all use of prescribed drugs and the associated medical conditions to your manager, some of which may be of a personal nature eg. anti-depressants or heart problems

The changes sought by the airline could see a LAME who is prescribed drugs by a medical practitioner dismissed for not reporting the use to his manager if traces appear in a random urine test. This is not the purpose or intent of the CASA Regulation.

Our Supervisory members are also advised that any direction from management to place pressure on Qantas LAMEs should be rejected. It would be reasonable for QF management to direct you to request members to complete the training but once objection is received, no intimidation or coercion should be exerted to convince LAMEs otherwise. Any change in the ALAEA position will not be reported by Qantas Management or Supervisors. If the ACTU and ALAEA resolve the dispute over Drug and Alcohol testing, and it is determined that it is appropriate to undertake this training, an ALAEA notice will be issued on ALAEA letterhead. Please do not undermine our negotiating position by completing the training.

**STEVE PURVINAS**  
Federal Secretary

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