

QF REF: 023/2009

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# ❖ NOTICE ❖

**TO: QANTAS MEMBERS**

**RE: EXTENDED HOURS ROSTERING**

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Members in Darwin have been in the process of considering a variation to their current extended hours roster arrangement and I thought it important that all members have an understanding of the new extended hours rostering clause within Qantas EBA 8. It should be remembered that the previous clause required agreement between Qantas and the ALAEA for all extended hours rosters, that clause was not Workchoices compliant and was changed to encompass the process that the ALAEA undertook before we agreed to any roster. Members will also recall that we won the right to withdraw from a roster that we had previously agreed to when a protracted dispute occurred in Perth. A substantial AIRC case was won and our right to withdraw remains in the new clause. It reads -

*24.9.2 Daily ordinary hours shall not exceed 12 per day and can be worked in any combination by agreement between Qantas and a two thirds majority of affected employees in the workplace or part of the workplace concerned. Employees working or who might reasonably be expected to work in the relevant area at the time of the ballot will be entitled to participate. If requested by an employee(s) the employee may be represented, including by an accredited representative of the Association in discussion with Qantas. In the absence of agreement clause 24.1, 24.2, 24.3 and 24.4 will apply.*

*24.9.2 (a) (i) If at any stage a further ballot of employees demonstrates that a two-thirds majority of affected employees in the workplace continue to agree with the extended hours roster, it will continue. In the absence of agreement, reasonable notice of termination of the extended hours agreement will be given and clause 24.1, 24.2, 24.3 and 24.4 will apply. Provided that such further ballots do not prevent Qantas at any time applying clause 24.1, 24.2, 24.3 and 24.4, subject to reasonable notice in lieu of clause 24.4.5.*


Clauses 24.1, 24.2, 24.3 and 24.4 refer to 8 hour rosters and at any stage Qantas can give 7 days notice to move off an extended hours roster to an 8 hours roster of their choosing. Qantas may also threaten workers who don't accept an extended hour roster with an 8 hour roster however on the occasions that Qantas have carried out this threat, the 8 hour rosters have failed.

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

Members should read the rostering clause thoroughly to understand its terms and how it operates. A copy of this notice will also be sent to Qantas management for them to understand as a number of conflicting views are currently circulating.

- An extended hours roster agreement can be entered into at any time by Qantas and 66.6% of the employees who would work that roster.
- The approval must come by way of a ballot.
- Existing extended hours Agreements continue as they have been approved under the old system although a failed ballot now would see those rosters overturned.
- Qantas can withdraw from any extended hours roster Agreement in place.
- The group working the roster can also withdraw if they call for a ballot and 66.6% of those voting no longer approve the extended hour roster.
- ALAEA members can call for a ballot at any time regardless of whether a roster is in place or is being proposed.
- A call for a ballot may come if members are unhappy about new shift start times or an increased workload.
- If a group working an extended hours roster rejects a proposed new roster, the original roster being worked remains approved unless rejected by a subsequent ballot.
- Qantas cannot direct any group to work an extended hours roster that has not been approved.
- A number of pre-agreed rosters such as A380 and Brisbane HM are not subject to this clause.

Hopefully this list will make the negotiation of roster arrangements simpler for all. As we have learned, the best people to write rosters are generally those who will be working them and we will always encourage Qantas to work with local officials in order to find mutually acceptable solutions to rostering arrangements.



**STEVE PURVINAS**  
Federal Secretary