

4th Sept 2009

QF: 025/2009



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❖ NOTICE ❖

TO: QANTAS MEMBERS

RE: FORCED TRANSFERS BALLOT PROCEDURE

Members wishing to vote on the two options that will assist us setting up a policy for how we should represent members if forced transfers arise can do so from today by logging into the following email address –

<http://www.myvote.com.au/alaea>

The ballot closes 1400 EST Friday the 11th. To sign in you will need to know your surname, union member number and date of birth. The roll was developed from the ALAEA database and we have noted that approximately 10% of members have no recorded date of birth. Members having trouble signing in can contact the ALAEA during office hours for assistance.

Since the notice of 2nd Sept we understand that discussion in workplaces has been rather healthy around the matter of selection for forced transfers. We have received suggestions, submissions, criticism and praise from a large number of members. Some common queries will be answered firstly followed by the member submissions supporting either side of the argument.

We were advised by some members not working in the area immediately touched by transfers out of SIT that they didn't want to vote on the future of others. The request for the nationwide poll actually came from members at SIT. They felt that the question at hand was too close to home for the members in the firing line and that the ethical question about how our Association handles these negotiations would be more reflective of the general consensus if most people who were voting weren't looking across the lunchroom table at an individual who may be affected by the decision. Everyone should have a say in this decision because the result will form the basis on how we handle the situation next time this occurs.

It was suggested that VR should be offered first. We have already asked about this and the company have said no. It would be difficult for us to force VR in situations where other suitable employment was offered.

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

Re-introduction of the rotation policy was a good idea raised that we will explore with the company prior to forced transfers. Preference for re-employment at SIT for those displaced members will also be demanded.

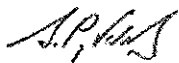
A scored system based on performance is the favoured method of some. Unfortunately these arrangements open the door for management to underhandedly discriminate against their foes. They then hide behind the system, claiming it was fair and subsequently knock back all grievances. In the case of SIT, the last thing we want to do is be involved in any selection criteria that will openly see 12 members sent to another section because they are the worst performers. A label of this nature would be carried for a long time.

One submission sought recognition for those members who had taken the least sick leave. We have had a number of members who have exhausted their sickies after recovering from diseases such as cancer, the last thing we would consider is penalising them further for the misfortune they have suffered whilst promoting members who bring contagious illnesses to work.

We will be raising the fact that there is outstanding SOE held by a number of members at SIT. Those persons should be given time to pick up their hours in an appropriate section prior to any forced transfers.

Another point of discussion surrounds whether the Association should buy into the subject at all. Qantas have said that 12 people will be moving. They have done this before and I am certain at some stage in the future they will do it again. Before it takes place, the only obligation they have is to consult with the union first. If we were to say nothing, they would be left free to act as they please without consideration of the collective or individual views of our membership. We aren't pleased that the situation has arisen at all and a submission summing up the anger of our SIT members will be included along with this notice. As a union, all we can do in a situation like this is to represent the view supported by a majority and hope that the outcome is as fair as it could be. All Qantas members should have a say on how our views are formed and I encourage all to spend the five minutes required to check one of the two boxes on the website developed for this purpose.

At an appropriate point in time and after the completion of A380 trial reviews, a similar ballot will be held regarding the A380 selection process.



STEVE PURVINAS
Federal Secretary

Years of service submission 1

I believe the proposed method of transfer should be **years of service in the company**, for the following reasons;

1. In previous situations, the precedent has always been years of service in the company. If this series of transfers sets a new precedent then should forced redundancies occur sometime in the future, then it may be that years in the section, over years of service in the company, prevail.
2. Under the years in section proposal, people who have worked for 20 years through the base sections [ie. heavy maintenance] of Qantas, and finally make it to the terminal sections, are forced to return to base because of years in a section, not years of experience, which seems unfair.
3. Many young LAMEs at the terminal have missed valuable experience that can only be learnt with time at the hangars - their only LAME experience is at the terminals - time at the hangars would improve their skills as a LAME.
4. Hangar work is a young man's game. Imagine being a 50 year old diving in and out of fuel tanks. Give the young guys who have never experienced the joys of tank work, full lubes, and night shift a go.
5. If the years in section proposal is introduced, should you transfer to a new section in future, then no seniority will be transferred with you. You will be open to be redeployed if the company need arises, over someone who has been in the section longer, but may only have a short time in the company.

IN SUMMARY, THE YEARS OF SERVICE OF AN EMPLOYEE SHOULD BE RECOGNISED AND REWARDED AS HAS ALWAYS BEEN THE CASE IN THE PAST.

Time in section submission 1

I have been at the International Terminal for a number of years, yet these years may not seem enough if it were put down to 'least years of service with Qantas, first out', so it may affect my current position if put to vote. I would like to point out that I have been licenced on type for several years, with specific skills based for the Terminal environment. I have worked hard in this department, hopefully being recognised from senior ranks (leading hands, supervisors, DMM's etc) to further enhance my career in the future.

If it turned out I had been unwilling chosen, only based on years of service, I think it is a terrible strike to not just my morale for further career opportunities, but for the other 11 'junior' personnel that are striving for their futures as well. I am appalled with this 'selection' process and I have always been of the notion that a 'performance review' should have been an included item. Not just marked from your 'mate' leading hand, but from all leading hands across the 2 pillars, the supervisors and the DMMs – which should show the 'deadwood' in the section who have just kicked back and enjoyed an easy ride, letting others do the extra work – you know who you are. I have always put the job first. Always willing to help others out if there was a need or if I had been asked. Never to say 'far out, do I have to help? Cant they do it themselves?'

It will be very difficult to comprehend this selection if it does happen – Why me? Where does this lead for future training when almost no one knows my work ethic over the past decade? Forgive me to say this - why were the lazy people overlooked? Please consider this statement, as I am sure it has gone through the heads of all the younger guys who are trying to make a good name for themselves.

Years of service submission 2

The Last in First out rule could affect us all one day; Years of service should be a big part of job security within Qantas Engineering.

Whether you are forced or voluntarily transfer Depts, Ports, or into future A380 scenarios in 1, 5 or 10 years time, your years of service must follow you, or the alternative would be "last in first out" with your years of service having no bearing.

This is not a fair deal considering if managements decisions don't work or their direction changes & numbers have to be cut.

If Qantas has the upper hand on my career because I decided to transfer myself or worse, was forced into a transfer after 25 years, I would want my years of service to give me the security within that department or area.

With changes continually occurring within Engineering that are out of our control ie - Jet Star taking over more QF services within Australia/International Ports & reduction of QF manpower being required at these effected ports.

- The threat of ramp services carrying out future line tasks i.e. Aircraft Arr/Dep
- Continuing change of decisions regarding Aircraft Major Maintenance.

What do you have if years of service are not recognized? If you wish to Advance yourself /try something new & transfer sections/departments within Engineering: - The Qantas decision to form teams, with the introduction of new Aircraft: i.e. team - A380 or 787? this will leave you in the position of:-"last in, first out" with no recognition of your length of service within engineering. Last In First Out Is Not A Fair System.

Staff Travel is regulated, amongst different levels incorporating years of service which should also be used within Engineering Departments.

L.A.M.E.S with limited years of service within Qantas Engineering will always be followed by new recruits coming up through the engineering ranks. And your years of service will hold you safe in years to come.

Time in section submission 2

I am writing this letter to show that I feel strongly about the whole issue of **forced transfers**. First, I like to say that it is not a selection but an **elimination** process. Being in this section long enough to see what is been happening or I would say what manipulation the management is doing to come to this forced transfers.

Last couple of years we have been hearing from our managers that we do not have enough people to properly maintain our aircrafts (Qantas and Jetstar), so we are getting rid of most

of the contracts. No one will loose their positions because of this. To try to avoid scrutiny the company jacked up the contract price almost three times in some cases so the other customers was forced to look for other options. Also to make this situation worse the management took the day stopping Aircraft's work away from the terminal. My opinion is that, this situation is **created** and was **avoidable**. I think the main agenda for the management is to push people to Base Maintenance and create a precedence so that they can use this example to manipulate LAMEs anytime in the future.

Now I would like to say some of the exhaustive things still can be done by our management:

- Offer VR like they have done after loosing SIA contract. I believe right now they are also offering VR for Engine line people that do not want to move to other sections.
- Bring back the day stopping work.
- Try hard enough to get customer work by offering contract price similar to Cathay Pacific or other major operators.
- Offer some sort of incentive for the LAMEs to move willingly to Base.

Now, if the elimination process has to happen, then every LAME in the terminal must be in the pool regardless of the trade or other rubbery criteria. Management can easily train people up in most cases. **In my opinion, no doubt the last in the section, first out is the fairest option.**

An unhappy worker is less productive. In my case, if I am put into this position I will look for other options (which is what probably management wants!) so they will not achieve what they might want. I am positive that there are others too.

To conclude, all parties must try very hard to minimize this avoidable situation.

Thank you and your wonderful team very much for looking after us through the EBA process.

Years of service submission 2

Years of service, not time in section for selection of transfer is the fairest system!!

Choosing the criteria for transfer on the basis of last in section first out, over "time in company" can and will affect everyone some time in their career regardless of their time at Qantas.

For example:-

There may come a time in your working career in QANTAS when (on your own choosing or by reasons out of your control) you will want or need to apply for a new position in engineering for which will call on you to move to a new department,

IE: applying for a position in the new A380 team or for a new aircraft type, or possibly to a new line station somewhere in Australia, as a couple of examples. With this being the case you will then effectively become the "new person" with the least amount of time in that area regardless of your years of service.

If there is then ever a call for a re-organisation in that part of the business (as the industry is forever evolving), which calls upon people having to move, then the company will start with the idea of last in section first to leave.

This can then limit your chances of ever building up a relationship within that area or any other area, which in turn, can and will limit your chances of possibly ever furthering your career within engineering.

The above mentioned, criteria will never show any reward/respect or security to the person who has given his time to the company through his years of service Therefore the fairest

system, which will then put everyone on an equal standing is to determine the selection based on your years of service within the company

Time in section submission 3

With reference to a ballot between the two methods of selection.

There will be no solution to keep all parties happy where forced transfers are mandated. But I agree that the two methods "Last in First Out" and "Years of Service" are the fairest methods available to LAME's. These I believe are the only way to avoid management manipulating the situation to get rid of those that are a thorn in their side.

My opinion is that the last in section should be first out. In explanation I see further ramifications for this situation. If management were to "need" to reduce numbers in an area like Canberra or Cairns, the same principles could apply. That is if moving geographical location were required in addition to change of work area, the person who has lived in that area should have the opportunity to stay over someone who has only just moved there.

I know when I have moved section I know I am the junior regardless of years of service and as such take that into account when making the decision to move in the first place.

And some thoughts from an SIT LAME

I would like to express my opinions of the proposed staff moves from S.I.T.

This matter needs to be addressed with the utmost urgency before we are all working worse shifts for less money, or not working at all.

I may sound a trifle cynical about middle managements' intentions, but if our past dealings with them are anything to go by, I am sure that we are entering an unproductive minefield with these moves, and thereby setting a precedence for all future company moves between sections.

1. Middle management have purposely run down the S.I.T. business over the last 5 years to put us in the position which we are in today.
2. Our business at the S.I.T. was previously bringing in 13 million dollars per year, before the ridiculous decision to lose our external customers was made. I am sure that 10% of the company's profits in this current year would have seen us in a better light by the board of directors.
3. We have already lost 20 staff from the S.I.T. Supposedly, by the cancellation of the Singapore Airlines contract in October 2005. I believe this was engineered by middle management, to be lost, by doubling the price, even though S.I.A. wanted to retain our services and it also would have suited us because it fitted into our non Qantas quiet times.
4. Management now want a further 12 staff to transfer to Base Maintenance due to the loss of the Air New Zealand contract in September 2009. This contract was also engineered to be lost, due to the high contract price increases thrust on A.N.Z. by our present management. Did you read the email from management to refrain from discussing the matter with A.N.Z. staff

5. Why are these moves from S.I.T. targeting only Mechanical L.A.M.E.'s
6. Even under these barriers to our business at the S.I.T. we could be working planned day stoppers at our terminal, as it should be, and used to be in the past, to fill in our gaps during the day and without disrupting our normal working environment and also thereby negating the need for us to go to Base Maintenance or S.D.T. on a daily basis to fill in our quiet times.
7. I believe that these moves, if allowed to continue, will spell the end of the S.I.T. More and more staff will be moved until we are all working under the more attractive and flexible conditions for management of the A380 roster system. The company are moving staff at a great rate into these more flexible conditions and will continue along this path. This was stated by management at one feedback meeting which I attended.
8. S.I.T. works a totally different roster to Base Maintenance and S.D.T. and is also a different cost centre. This will impact heavily on the people involved at present and also in the future.
9. We possibly need to look at going back to an 8 hour roster (which is still our right) at the S.I.T., to reinforce the fact to management that our agreed shift roster is more cost effective for the company. If we revert to an 8 hour roster they will find that we are no longer overstaffed, and if they spin it that we are, then Voluntary Redundancies should be the way to proceed. It is very obvious that by moving people in this manner, management think that VR payouts will be avoided. This has also been voiced at feedback meetings from management where they have stated " There will definitely be no more VR"
10. The ongoing problems associated with these moves will also affect course selection criteria. ie. Where will you fit into the waiting lists for courses if you are moved?
11. EOC engine line as they close down are also supplying staff to Base Maintenance, but those staff do have the option of VR if they don't want to go there

I am totally against these moves by middle management to destroy our business at the S.I.T. and also Qantas itself, as a viable business for the future.

We should be flying 777's, not 380's. Just ask S.I.A

There have been too many short sighted decisions made by self serving, bonus driven managers in the last few years.

I truly believe that the ghosts of Qantas past are still looking over us. They did not allow the takeover bid to succeed, because if they had then this company would not now be with us or we with it.

Please do not allow this farce to continue in the manner which it has.

Draw the line in the sand now.