

17<sup>th</sup> September 2009

QF: 026/2009



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ABN: 84 234 747 620

# ❖ NOTICE ❖

**TO: QANTAS MEMBERS**

## **RE: SYDNEY INTERNATIONAL CONTRACT LOSSES**

Members are advised that Right of Entry notices have been served on Qantas today to access any document, computer file, email or other material related to a suspected breach of the current Qantas EBA clause 11 Job Security. The suspected breach relates to the vast number of contracts that it appears Qantas have dumped since the new wage Agreement was signed.

Qantas have an obligation that was written into the new Agreement to “**remain competitive**” and from information obtained from members it appears that the airline has not honoured that obligation. During our investigation next Tuesday we will be seeking firm evidence that this is the case and taking further action as appropriate to redress any breach of the terms stated within the EBA.

Any member with further information that may assist us should email [fedsec@alaea.asn.au](mailto:fedsec@alaea.asn.au) so we can concentrate our search in the areas of most concern. It is expected that a similar Right of Entry notice will be issued to other ports that have lost work in the near future. The ALAEA will be requesting that Qantas rectify any confirmed breach prior to forced transfers from SIT. A copy of the notices is attached and the relevant EBA clause below.

- 11.1 The parties to this Agreement recognise that the major factor influencing job security for Qantas employees are forces external to Qantas.*
- 11.2 The parties therefore recognise that some factors which affect Qantas' business performance are beyond the control of Qantas or are factors over which Qantas has little control. Subject to these factors, Qantas commits to retain the existing engineering and maintenance functions of employees covered by this Agreement.*
- 11.3 For its part, Qantas shall seek to remain competitive and seek to ensure that job security for employees covered by this Agreement shall be maintained for the duration of the Agreement, and the employees and the ALAEA in turn commit to continue to cooperate on issues which improve Qantas' productivity, efficiency and overall profitability.*

**STEVE PURVINAS**  
Federal Secretary

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

17<sup>th</sup> September 2009

Ms Sue Bussell  
Industrial Relations Manager  
Qantas Airways Ltd  
QCA4 203 Coward Street  
MASCOT NSW 2020

cc. Gavin Harris  
cc Lyell Strambi



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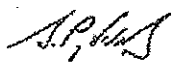
Dear Sue,

The ALAEA will be exercising Right of Entry privileges as per the Fair Work Act relating to a suspected breach of the Licensed Aircraft Engineers (Qantas Airways Limited) Enterprise Agreement 8.

The ALAEA will require access for inspection and copying of any record, computer file, email or document that is relevant to the suspect breach including but not limited to –

- a) All material/documents related to the offering, acceptance, tendering, and/or not offering, accepting or tendering, for or of, customer airlines and/or foreign operators maintenance and/or servicing work previously carried out or proposed to be carried out by Qantas Airways Ltd. or its subsidiaries.
- b) Correspondence including emails between Qantas and former foreign operator clients regarding contract prices from 1 July 2006 to present.
- c) Any internal Qantas correspondence including emails relating to Qantas's intentions to retain or otherwise foreign operator contracts from 1 July until present.

The appropriate FWA entry notices are attached.

  
Stephen Purvinas  
Federal Secretary

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

## ENTRY NOTICE

I, Stephen Purvinas, of the Australian Licenced Aircraft Engineers Association, and having been issued an entry permit under section 512 of the *Fair Work Act 2009*, give notice that I propose to enter Qantas Jetbase Mascot Management offices and Qantas Sydney International Engineering Department on Tuesday the 22<sup>nd</sup> September 2009.

The suspected contravention, or contraventions, to which this notice relates are:

- a) The ALAEA have been advised by a number of members that most foreign operator contracts that previously formed part of Qantas's ongoing engineering and maintenance functions in Sydney are no longer being performed.
- b) Members report that excessive and unrealistic contract price increases by Qantas caused the loss of this work.
- c) Members report that at least one airline accepted the unrealistic contract price increase and Qantas refused to re-enter into contract arrangements for engineering and maintenance with them.
- d) The ALAEA suspects that Qantas have breached Licenced Aircraft Engineers (Qantas Airways Limited) Enterprise Agreement 8 clause 11 – Job Security.
- e) The ALAEA suspects that Qantas have not sought to retain engineering and maintenance functions of employees covered by the Agreement.
- f) The ALAEA suspects that Qantas have not remained competitive and job security of employees covered by the Agreement has been reduced.
- g) The suspected contravention relates to members working for Qantas at Sydney International Terminal including Bradley Cox.

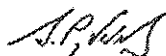
As the entry is authorised by section 481 of the *Fair Work Act 2009* (which deals with entry to investigate suspected contraventions), I declare that:

- \* The Australian Licenced Aircraft Engineers Association, under rules 2 and 3, is entitled to represent the industrial interests of a member who performs work at the premises mentioned above; and
- \* the suspected contravention or contraventions relate to or affect that member.

Given at 1100

Dated 17<sup>th</sup> September 2009

Signature of permit holder



## ENTRY NOTICE

I, Gary Norris, of the Australian Licenced Aircraft Engineers Association, and having been issued an entry permit under section 512 of the *Fair Work Act 2009*, give notice that I propose to enter Qantas Jetbase Mascot Management offices and Qantas Sydney International Engineering Department on Tuesday the 22<sup>nd</sup> September 2009.

The suspected contravention, or contraventions, to which this notice relates are:

- a) The ALAEA have been advised by a number of members that most foreign operator contracts that previously formed part of Qantas's ongoing engineering and maintenance functions in Sydney are no longer being performed.
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- c) Members report that at least one airline accepted the unrealistic contract price increase and Qantas refused to re-enter into contract arrangements for engineering and maintenance with them.
- d) The ALAEA suspects that Qantas have breached Licenced Aircraft Engineers (Qantas Airways Limited) Enterprise Agreement 8 clause 11 – Job Security.
- e) The ALAEA suspects that Qantas have not sought to retain engineering and maintenance functions of employees covered by the Agreement.
- f) The ALAEA suspects that Qantas have not remained competitive and job security of employees covered by the Agreement has been reduced.
- g) The suspected contravention relates to members working for Qantas at Sydney International Terminal including Bradley Cox.

As the entry is authorised by section 481 of the *Fair Work Act 2009* (which deals with entry to investigate suspected contraventions), I declare that:

- \* The Australian Licenced Aircraft Engineers Association, under rules 2 and 3, is entitled to represent the industrial interests of a member who performs work at the premises mentioned above; and
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