

QF:034/2009

24th November 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: DARWIN ROSTERS

Members are advised that Qantas management have taken a new stance on dealing with LAME matters within Qantas. It appears that Gavin Harris who heads the Line Maintenance Department has decided that he will force through changes with little regard to our existing EBA Agreement. At a meeting on Friday 13th November, this view was supported by the following statement made by Gavin Harris when SIT reps were meeting over forced transfers in Sydney –

What I have learnt from this dragging on so long is that in future I will make a decision, implement it and fight the fight later.

Gavin's words are now being reflected by some of his actions which takes us to Darwin. Our good members there have been working a DDNN 10.9 hour roster for a number of years. Local management have now directed all Darwin LAMEs that their start times from 25 Nov have been amended and they will no longer work a dayshift and instead will be required to work an afternoon shift starting at 0900 and the nights will be moved to 2100. The ALAEA has advised management that a 2/3 majority ballot (which has rejected the new roster with only 31% voting in favour) would be required to direct members to work the new roster as per EBA VIII 24.9.2 –

- ❖ *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.*

Mr Harris has since insisted that the new start times will be implemented regardless of the ballot result. A number of ALAEA members have requested ALAEA intervention and do not wish to work the new hours, particular objection has been raised with a night shift that finishes at 0800.

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

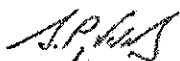
The ALAEA directs all Darwin members to continue on the existing roster until such time that a new extended hours roster is approved by a 2/3 majority of the workforce.

Until such time that a new roster is approved, no member should undermine the terms and conditions of our existing EBA to the detriment of others by working an unapproved roster.

It is disappointing that Qantas have decided to turn every set of negotiations into a fight. The ALAEA has given them every opportunity over the past 12 months to settle in with the new management team and build a relationship directly with the workforce and the Association that represents 99% of Qantas LAMEs. As a former ALAEA member, we would have expected Gavin Harris to approach negotiations with an open mind and an understanding that a vast majority of Qantas LAMEs are prepared to inject valued input into all processes in order to see a successful business grow without the present union-management conflict. To say that the ALAEA are disappointed with the way matters have been handled recently by Line Maintenance management would be an understatement.

Being in no other position than having to respond to forced changes, the ALAEA will do everything within its powers to prevent unlawful moves such as the Darwin roster change on a case by case basis. Between EBA (now termed Enterprise Agreement (EA) negotiations we have limited tools available and we will have to carefully select the manner in which each fight initiated by the company is dealt with. The next EA negotiations are 12 months away and a number of matters will need to be parked until the time arrives when we know we will have the upper hand.

From this point in time any forced change that takes place without due consideration to matters raised by ALAEA members through consultation, if unable to be addressed immediately, will become EA claims in the next set of negotiations if the change is against the wishes of our membership. Further information regarding this process will follow.



STEVE PURVINAS
Federal Secretary