

QF: 003 / 2010

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# ❖ NOTICE ❖

**TO: QANTAS AND FORSTAFF MEMBERS**

**RE: DRUG AND ALCOHOL TRAINING**

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Over the last three days the ALAEA has been contacted by numerous members who have been placed under pressure from Qantas Managers to complete internal Drug and Alcohol Training. In some cases the company has been handing letters out claiming that the training needed to be completed by a certain date otherwise the employees would not be able to work in a Safety Sensitive area. Our advice from the outset has been for members to not complete this training as it appears to alter the terms and conditions of employment that give unfair and humiliating powers to Qantas managers. As it stands we believe that over 200 members have followed our advice and not completed the online course. It may be timely to remind members why we see this as an important stand that we are making and what is likely to occur in the coming months.

The ALAEA are against the policy Qantas are attempting to put in place for 3 reasons.

1. Qantas want to be able to order employees to use urine samples for D and A tests. A test case for Shell refinery employees before Fair Work Australia has already deemed this method to be humiliating, unjust and unfair on employees. The CASA legislation does not require urine testing and this is an addition by Qantas over and above what is required to meet their legal requirements. The alternative is saliva testing which is a less demeaning and more accurate method of determining impairment at the time of testing.
2. Within the policy Qantas want, employees must report the use of all prescription drugs to their manager on an ongoing basis. This would include medication for heart conditions, depression, contraception and other drugs that are prescribed by a medical professional. This information is private and should not be able to be collated and held by Qantas on their internal data bases.
3. We also object to the random nature of testing that Qantas are seeking. CASA legislation only requires testing in certain circumstances such as after accidents or incidents.

To put things in perspective I will pass on an extract from a member who was required to urinate in a bottle recently. I urge members to read this story and think of 3 managers who could be standing by watching, it may be Doug Mills, Jonathon De Umeruno, Dick Hayes, Peter Mellhuish or Ashley Parnell –

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

*"On that occasion he insisted that the departure engineers be urine tested immediately as the policy manual says that if an incident COULD HAVE caused an injury then urine testing of everyone involved is mandatory. This process took about an hour and a half on the third floor of the international terminal where we were made to feel like criminals while we went through the process of peeing in temperature sensitive bottles with the toilet door open after the toilets had been blocked off and had containers inserted in the bowls etc etc etc. with the office staff looking on."*

From here the ALAEA continues to work with the ACTU to prevent this change to your employment conditions and are exploring a number of options that we have available. The matter will most likely end up in Fair Work Australia. The success of this case rests solely with the ability of our collective membership to stand up and say no to this unfair policy and the underhanded manner in which Qantas are attempting to get members to accept this change by completing the online training. Unless advised otherwise we strongly urge members to –

**Not complete the Qantas Drug and Alcohol Training unless advised otherwise by the ALAEA**

If 200 members have not completed this training it makes it almost impossible for the airline to stand employees down and they will most likely have to put in place a fair policy in line with CASA guidelines. If 150 members cave in and there are only 50 left, the airline may be in a position to take them out of the workplace (we assume on full pay otherwise the airline would be taking unprotected Industrial Action) and all other employees could be stuck urinating into bottles regularly for the rest of their working lives.

Members should report to the ALAEA any threats made by local managers in this process. An update will be given as the matter progresses through Fair Work Australia. As this notice is being drafted we have been informed that Qantas are directing employees to sit in classrooms for D and A training. If you are put in this position by the company it could be deemed unprotected industrial action if you do not sit in the class however we request that members directed to do so to take the following steps –

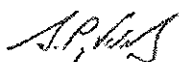
**Do not complete any computer based training in the classroom as it may be deemed as your acknowledgement of completion and agreement to changes in your employment conditions.**

**Do not sign any document provided by Qantas or talk to the instructor.**

**Sign the following section, photocopy for your records and hand the original to the instructor –**

I, \_\_\_\_\_ staff number \_\_\_\_\_ have attended a classroom today on direction from Qantas. In doing so I affirm that nothing that has taken place today can be deemed as my acknowledgement of completion of Qantas Drug and Alcohol Training that alters my conditions of employment as they stood prior to my attendance in this classroom. I do not agree with and will not be subject to drug and alcohol testing under the existing Qantas DAMP policy as it stands today. This matter is in dispute and is currently unresolved.

Date \_\_\_\_\_ Signature \_\_\_\_\_



**STEVE PURVINAS**  
Federal Secretary