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# ❖ NOTICE ❖

**TO: QANTAS MEMBERS**

**RE: EBA INDUSTRIAL ACTION**

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My apologies to all for an error I made regarding the timing of notification for Industrial Action to the airline. The Workplace Relations Act requires 3 clear days notice of any action to be given to an employer. Qantas was informed on Friday that overtime bans would commence at 0001 on Wednesday the 9<sup>th</sup> of January. Given that we are 24 hour workers I assumed that Saturday and Sunday would be included but Qantas rightly pointed out that they are not and our notification was invalid.

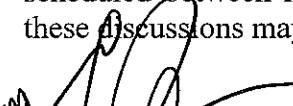
On Monday we again notified the airline that overtime bans would start and 3 clear working days notice were required, therefore

**OVERTIME BANS COMMENCE AT 0001 HR ON FRIDAY  
THE 11<sup>th</sup> OF JANUARY**

**THE OVERTIME BANNED IS THE WORKING OF OVERTIME  
ON A CALENDER DAY THAT YOU ARE NOT ROSTERED FOR  
DUTY ON ANY PART OF THAT DAY**

The bans have been structured in this manner so none of your ordinary pay for a calendar day can be taken away for participating in protected Industrial Action. Working overtime at the end of shift is not part of this action and members have the right to decide themselves if they wish to extend shifts. As in usual circumstances the airline cannot force you to extend your shift. Some members have asked if they can do shift swaps to accommodate the servicing of aircraft. The ALAEA will be monitoring all rosters and should shift swaps be used to circumvent our limitations then withdrawal from extended hour rosters in those ports will commence.

At this stage secondment and Higher duties bans have not formally been submitted as protected Industrial Action. Stop work meetings will commence as required and members will be given a minimum of 3 days notice if initiated by the ALAEA or could commence immediately at anytime in response to actions taken by the airline. Two EBA meetings are scheduled between now and midnight Thursday between the parties and the outcome of these discussions may result in the lifting of bans.

  
**STEPHEN PURVINAS**  
Federal Secretary

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