

06 June 2006

# ❖ NOTICE ❖

**TO: ALL ALAEA MEMBERS AT QANTAS**

**RE: SYDNEY HEAVY MAINTENANCE – STATUS AND  
FEEDBACK**

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Since the 09 March 2006 decision by Qantas to close the Sydney Heavy Maintenance Facility the ALAEA has been applying virtually every available resource to the vital task of ensuring that every member affected by this decision is properly represented and adequately protected from any potential adverse effects of the closure. To achieve this the ALAEA has pursued two parallel paths to prevent as far as possible the forced redundancy of any of our members.

The first path the ALAEA has followed has been is a legal and technical approach. As members are aware we utilised the AIRC process to ensure Qantas met their obligation to consult with the ALAEA and to minimise the outsourcing of our members' work. This process enabled the ALAEA to gain valuable information and, through the sustained efforts of a dedicated group of ALAEA Representatives, senior officials and industrial staff, develop a concept for the long-term retention of Heavy Maintenance in Australia. A desirable consequence of the development of this concept has been the absorption into ACS and other Heavy Maintenance areas of all LAMEs who have not been provided with employment in Qantas at this time. At this stage Qantas is interested in further discussing our proposal with us and the Company is currently engaged with the ALAEA team to cost and analyse its potential. Further information will be available once this process has determined more definite options for moving forward. Direct and timely engagement and consultation on the review processes Qantas has flagged as well as on the introduction of new aircraft types are part of the plan currently being pursued.

The second concurrent path the ALAEA has undertaken involves the EOI process. Whilst it has been a slow, difficult and sometimes emotional process for the members involved, the ALAEA has continually stressed to Qantas that our ultimate aim is to have absolutely zero compulsory redundancies and that the EOI process must be both transparent and fair. The first and second round approach was insisted upon by the ALAEA to maximise opportunities and to ensure the greatest possible visibility and fairness in the process. As at today's date the process has reduced the requirement for 256 compulsory redundancies down to approximately 40. At our most recent meeting with Qantas on the EOI process several days ago I assured the Qantas HR team that the ALAEA would not cease its pursuance of this process until the number of compulsory redundancies was reduced to zero. Qantas understands this and has given the ALAEA a commitment to meet when the process has stagnated to compare remaining HM LAMEs with ACS LAMEs who are seeking a redundancy VR and attempt to negotiate through the mix to reach a zero forced redundancy outcome. Qantas has also assured the ALAEA that no member will be given a forced termination date without prior discussions with the ALAEA.

A further update Notice will be issued as more information becomes available.

**TIM HEYWOOD**  
**Federal Secretary**