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13 February 2007



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❖ AMENDED NOTICE ❖

TO: QANTAS MEMBERS PERTH ACS

RE: COMMISSION CONFERENCE

Local ALAEA Reps, the Senior Industrial Officer and myself attended an Australian Industrial Relations conference last week in regard to an 170LW application made by the ALAEA over the Perth roster. The application was made to deal with problems arising from the implementation of what we say is an 8 hour roster that does not comply with EBA award conditions and excludes a class of Perth members (DMM's) who have been required by Qantas to continue on a 12 hour roster without agreement of the ALAEA.

The focus of the conference was resolution of operational and roster problems and the possibilities of implementation of a new extended hours agreement that is agreeable for all parties. On a without prejudice basis the specific items referred to in the application were put on hold whilst the parties agreed to form a committee in order to explore all options. Qantas has agreed to allow 3 ALAEA appointed members (2 from Perth) to be removed from shift to work on the agreement subject to those staff being replaced by overtime.

The ALAEA understands the difficulties in working overtime presently due to the structure of the new roster but recommends members cover the shifts of Steve Seeber and Bruce Dalwood for the period they will be working on the roster review committee. I have instructed local ALAEA Reps to implement a special overtime availability sheet to cover the two members and work on the new roster is to commence as soon as relief is obtained.

Further information from Commission is attached.

PP **STEPHEN PURVINAS**
Federal Secretary

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

AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

Workplace Relations Act 1996

s.170LW – prereform Act – Application for settlement of dispute (certified agreement)

Australian Licenced Aircraft Engineers Association, The

and

Qantas Airways Limited
(C2006/1153)

Airline operations

VICE PRESIDENT WATSON

MELBOURNE, 13 FEBRUARY 2007

STATEMENT

As a result of a conference between the Australian Licenced Aircraft Engineers Association ('ALAEA'), Qantas Airways Limited ('the Company') and members of the ALAEA in the Australian Industrial Relations Commission on Tuesday 7 February 2007, the following agreement was reached, on a without prejudice basis:

- [1] All parties will support, and give renewed commitment to, the investigation by the Roster Review Committee ('the Committee') into the validity of alternative rosters for the airport operations at Perth. The parties agree on appropriate supporting mechanisms to ensure the availability of sufficient time and resources and the continuation of normal operations while the Roster Review Committee completes this task.
- [2] The Committee will be able to investigate all possible roster alternatives including
- (1) Optimisation of the 8 hour roster;
 - (2) Consideration and development of 12 hour roster options; and
 - (3) Consideration and development of other possible extended hour roster options (eg 10.9 hour, 9.5 hour) as considered appropriate)

and provide their recommendation to the Company's management by Friday 2 March 2007.

The Committee will access information and analysis of the Project Lighthouse Roster Group as and when required in order to assist in their own investigation, analysis and understand operational requirements. The Company will consider the Committee's recommendation with a view to any new roster being introduced from 25 March 2007.

- [3] The supporting mechanisms to assist in the process include:
- The two Perth based members of the Committee will be relieved from normal duties, subject to operational requirements, for the period 9 February 2007 to 2 March 2007.
 - The membership of the Committee will be revised. In lieu of the current senior LAME Peter Kalb, Steve Seeber will be invited to join the Committee. Paul Cail of Melbourne's Tullamarine Airport will also be released from normal duties and

invited to join the Committee. The parties will confer on alternatives if either invitee is unavailable to participate in the Committee.

- Employees and the ALAEA will fully co-operate in providing overtime and other necessary relief to enable the Committee members to be released from their work commitments (subject to relief cover being provided or an urgent operational need).
- In the event of any practical difficulties arising in the relief arrangements to any other aspect of this agreed basis of settlement, either party can seek a re-listing of the matter in the Australian Industrial Relations Commission at short notice.

[4] The object of this process is to develop a roster acceptable to both the Company and employees in a co-operative manner. The parties reserve their rights if agreement on a new roster is not reached.



VICE PRESIDENT

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