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❖ NOTICE ❖

TO: QANTAS AND FORSTAFF MEMBERS

RE: DRUG AND ALCOHOL UPDATE

I've received a few calls in the last week from members to discuss the recent activities by junior Qantas managers who appear to be threatening those who haven't completed the Qantas Drug and Alcohol training. I thought it timely to recap where we are and why this issue is such an important one.

Qantas want your permission for them to take your urine whenever they want to test for various substances. They need your permission before they can proceed. CASA does not require them to have random urine testing within their DAMP. Qantas should have created a DAMP consistent with the guidelines issued by CASA that go no further than mouth swabs. By training to the level that Qantas want, it appears likely that you have given them permission to go further than they need you to. We don't know why Qantas want the extra ability of random testing but we do know that they are busting their balls to get it.

As it stands we estimate that at least 200 Engineers have refused to complete their online permission or signed the slip from our previous notice declaring that they will not abide by the Qantas internal policy. Qantas need to have their policy in place by mid next month or they will be in breach of CASA legislation. If Qantas decide to continue to push this issue it may be that 200 Engineers do not qualify to work in Safety Sensitive areas. This would be through Qantas's own actions of rolling an industrial issue into a matter that has been legislated by CASA and going further than they require to meet that legislation. If you can't work in a SSAA beyond the CASA cutoff date our advice is that Qantas would still have to pay your wages because the ban would be of their own doing. Any member who has been told that they will lose wages if they don't do the training should contact our office immediately.

The ALAEA, other unions and the ACTU have lodged an application with Fair Work Australia to conciliate this matter. The solution for the airline is to drop their demand of our members to sign up to random urine testing by completing this training. Members should be mindful that it is your right to say no to a change in your conditions of employment in such a manner. It is also illegal for an employer to injure, or threaten to injure you in your employment if you refuse to agree to a change in your conditions of employment.

STEVE PURVINAS
Federal Secretary

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