



Claim

Qantas Airways • QFIT • QCatering

The following claim for the ASU Qantas EBA 11 has been endorsed by ASU members:

1. We want good, secure jobs:

1. Maintain in EBA 11 all existing EBA 10 conditions unless improved
2. Include the matters currently in the side letters appended to EBA 10 in EBA 11:
 - a) Telephone Sales – no outsourcing and offshoring commitment beyond existing centres
 - b) Telephone Sales – workload/work allocation committee
 - c) Payroll committee
 - d) Parental leave & relationship to Federal Government Scheme
 - e) Airport national rostering committee
 - f) Airports – Next Generation Check-in no redundancies & no usage of QGS/Qantas Ground Handling companies and subsidiaries extend to all areas
 - g) Airports - continuation of conversions by seniority
 - h) Contracting out protocol
 - i) Annual ASU delegates conference including paid delegates' leave
 - j) Unaccompanied Minors – liability
 - k) Purchased annual leave
 - l) QBT consultation
 - m) Superannuation issues
3. Ensure all vacant full time roles/lines are filled to stop restructuring through attrition
4. Improve redundancy entitlements and process
5. Provide ability to transfer all entitlements when moving between Qantas subsidiaries
6. Ensure fairness, equity and access for all categories of employees – part time, full time and job share, and employees on flexible work agreements
7. Improve job share agreements
8. Increase minimum part time hours per week
9. Provide a meal allowance for part timers on extensions

2. We want work life balance

10. Improve staff travel
11. Improve duty travel and travel time provisions
12. Provide improved access to annual leave and long service leave
13. Improve access to DILs and leave to attend to personal matters
14. Provide domestic violence leave and support services and work with ASU on implementation
15. Seek reclassifications for a range of positions
16. Improve rostering including shift patterns, breaks between shifts and better shift swap provisions and adequate staff levels
17. Provide the ability to work from home
18. Improve access and process for flexible work arrangements
19. Increase paid parental leave from 12 to 18 weeks

3. We want decent wages and super

20. 5% Pay increase per annum From 1 July 2016
21. Increase EBA allowances annually for either CPI or the wage increase whichever is greater
22. Increase the company superannuation contribution to 12%, and pay it on parental leave and include this provision in the EBA
23. Improve performance pay procedures for SPs, refresh the classification structure and review SP pay rates
24. Allow SPs to buy back RDOs
25. Continue the side letter dealing with the interpretation of some of EBA 10 clauses as they apply to EBA 11
26. Ensure that any ambiguity in any EBA clauses is removed
27. Length of EBA to be determined
28. Such other claim that arises during bargaining