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ASU • QANTAS • EBA10
#6 • 24 April 2013

Qantas tables “cuts” agenda

The third Qantas EBA 10 meeting took place on 23rd April 2013 and for the first time we received an indication of what Qantas wants from EBA 10 and we also received preliminary responses to some of our claims.

More casuals and temps front & centre

Qantas main claims are targeted at undermining our job security and will mean – more temporaries and casuals which means less job security.

Qantas claims tabled so far include:

- Providing the ability to engage fixed term temporaries and casuals more easily (currently they need our agreement)
- Automatic payout of all unused days in lieu once per year without your agreement
- Automatic payout of all but two unused 20th days once per year without your agreement
- Removal of the Perth International Airport nil 12 hour rule
- Change to the evidence required for sick leave – restricting certificate to a “qualified medical practitioner” and only allowing a statutory declaration when a medical certificate is not practical
- Removing access to Days in Lieu for part timers with a fixed part time agreement

Qantas still has more claims to put forward which they indicated will include the on call allowance and how part time operates. This should happen at the next meeting.

Qantas proposing new airport roster scheme

Qantas has also proposed a discussion about a “new airport rostering scheme” and so the members of the National

Negotiating Team from airports agreed to meet about what the company is seeking on 1st May 2013. There were few details about this proposal so we will report back after we have had this meeting.

Company responses to our claims

The company outlined their preliminary responses to our claims – some they say they will never agree to and reject, some they are considering or working on counter proposals and others they are not prepared to commit to either way yet (like the remuneration package and the continuation of job security assurances around contractors like QGS).

A brief summary of the company position is on the back of the bulletin.

What’s our response?

We have told management that we will not respond to their claims until we have all of them and we have consulted with our members. Qantas’ remaining claims will be available at our next meeting on 8th May. The NNT then plan to hold meetings of members for an update on the state of play and to discuss our response.

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QF EBA 10 Claims & Qantas Responses – 23 April 2013

No	ASU Claims	QF Response
1. Fairness and Job Security		
1	Maintain in EBA 10 all existing EBA 9 conditions unless improved	
2	EBA 9 side letter in EBA 10	
	a. Telephone Sales – job security commitments	No response
	b. Telephone Sales – workload/work allocation committee	No response
	c. Payroll committee	No response
	d. Parental leave & relationship to Federal Government Scheme	No response
	e. Airport Customer Service roster committee consultation	No response
	f. Airports job security commitments	No response
	g. Airports - continuation of conversions by seniority	No response
	h. Application of 12 hour break to Perth Domestic Terminal	Reject
	i. Contracting out protocol	Agree to continue as letter
	j. Annual ASU delegates conference	Reject
3	Interpretation of EBA 10 letter	No response
4	Job security commitments that no jobs lost from Qantas/Emirates deal and QBT commitment	Reject-Emirates Discuss - QBT
5	Improve redundancy entitlements by including 12 weeks paid notice	Reject
6	Ensure all vacant full time roles/lines are filled	Reject
7	Ensure that any ambiguity in any EBA clauses is removed	Reject some & will discuss others
2. Work Life Balance		
8	Improve staff travel including EK travel entitlements	No response
9	Improve access and ability to utilize long service leave entitlements	Discussing
10	Provide improved access to annual leave	Discussing
11	Change the payout provisions in relation to DILs and improve access	Reject - own claim
12	Provide right to request part time work which is guaranteed	Reject - own claim
13	Provide domestic violence leave and support services	Reject – considering policy
14	Increase bereavement leave to 1 week	Reject
15	Provide overtime payments for all time worked not just in 15 minutes blocks	Discussing
16	Introduce 48/52 in day work, shiftwork & SPs/QFIT	Discussing
17	Seek reclassifications for a range of positions	Reject
18	Introduce transition to retirement	Discussing
19	Improve rostering including breaks between shifts	Reject – own claim
3. SPGs & QFIT		
20	Improve the on call compensation for QFIT staff	QF own claim
21	Ensure consistency of conditions for QFIT	Discussing
22	Allow SPs to buy back RDOs	Reject
23	Review the pay rates for SPs	Discussing
4. Fair Wage & Super Outcome		
24	5% pay increase per annum	No response
25	Increase EBA allowances for either CPI or the wage increase as appropriate	No response
26	Increase the company superannuation contribution to 15%	No response
27	Provide training, allowance/indemnity for work with unaccompanied minors	Reject
28	Length of EBA to be determined	No response

* No response – company is saying they are not prepared to commit to anything at this stage