



# Qantas – Melbourne Union News

16 December 2009

## Conversions

The ASU is happy to announce that it has reached agreement with local management on an additional 8 conversions from permanent part time employment to permanent full time employment.

These positions are in addition to the 22 conversions that we secured last year in a time that no other location converted anyone.

We know that staff have been working extremely hard with reduced resources and in a climate of unprecedented global economic uncertainty. This mixed with Qantas' approach over recent times to try and minimise the number of full time employees and make front line staff predominantly part time so they can use you when they want to and then strip you down to 20 hours when they don't want you has made our battle all the more difficult. Without members sticking together it would be almost impossible to stave off the continuous attempts by Qantas to reduce your terms and conditions.

To be able to secure some additional full time positions during these times has been extremely difficult and has been a testament to ASU members who have worked with the union on this issue. It is important to note that without those individuals getting involved and the provisions in the EBA that ensure a position is converted if more than 35 hours are worked on average then there would most likely have been no conversions.

Qantas will continue to try to reduce costs at the expense of staff so ASU members need to remain united and vigilant in the lead up to EBA negotiations early next year. We know that many of the decisions made by management have placed added pressure on front line customer service staff and the EBA is our opportunity to put these issues fairly and squarely on the table with Qantas.

## Future Process

It has also been agreed that all individuals on their anniversary date will be provided with a printout of all hours that have been worked during the 12 months prior.

This information will make it much easier for you to establish how many hours Annual Leave, Long Service Leave and Sick Leave you should have credited to you. It will also make it easier for you to work out how much pay you should receive when taking leave, including how many hours paid Maternity Leave you will receive if you are going on Maternity Leave.

If you do not receive this information on your anniversary date, or you have averaged more than 35 hours per week during the 12 months prior, or you believe the figures to be wrong then please see one of your Delegates immediately.



Authorised and Printed by Ingrid Stitt, Branch Secretary, ASU - Victorian Private Sector Branch, 117 Capel Street, North Melbourne VIC 3051.

Phone: 03 9320 6700

Fax: 03 9320 6799

Web: [www.asuvic.org](http://www.asuvic.org)