

Qantas tables a big EBA agenda

Since our last bulletin your ASU National Negotiating Team have met with Qantas management on 16 June and 1 July.

We have now had responses to many of our claims and unfortunately there is nothing positive to report, save to say there was a positive indication about our payroll claim from the managers who are prepared to develop a protocol for underpayments and overpayments.

On our other claims, Qantas refuses to acknowledge there are issues with notice periods for rostering or with the lack of EBA duty travel provisions and with the way in which higher duties is managed.

As to staff travel, while we had a separate meeting on this issue on 18 June, we have not received anything more than the standard management response, that "staff travel is not an EBA issue". We reject this – we have seen other groups get staff travel improvements in EBA negotiations – we want the same. A better category, guaranteed holiday trip, less fees and better refunds are not unreasonable claims.

The Qantas management claims

At the end of our meeting on 1 July management verbally tabled a range of issues they want dealt with in the EBA. No document was provided, that is to come next time, but broadly this is what the company reps say is their agenda:

1. Part time clause proposals – cuts to part time conditions

- Increase the part time hours cap from 1410 hours to 1645 hours (i.e. overtime is only paid after this time)
- Provide a minimum of 20 hours per week (no maximum)
- Change daily hours from 7.6 hrs to 8 hrs

- Only pay overtime after 38 ordinary hours per week
- Remove part time barrier at level 7
- Determine part time access to overtime

2. Reduction of the Mascot only shift allowance of 17.5% for work between 4-6am to 15% (NB Qantas left this off their bulletin)

3. Transport & Disability Allowance

- Provide another way for paying this – not sure what is meant, nothing tabled

4. 20th day / RDO cash out

- Continue existing one off provision
- Provide automatic cashout for RDOs / 20th days accumulated over 10 days

5. Change to Payroll weeks

- Change pay from 1 week arrears and one week in advance to 2 weeks in arrears
- Provide for this alignment (not clear what is proposed)

6. Temporary Employees

- Extend the available time for engagement from 12 months to 24 months in all circumstances

7. New Clauses

- Provide the standard Fair Work Australia Dispute Settlement and Flexibility clauses in EBA (not sure why require this!)

8. Cashout Annual Leave

- The Qantas EBA Bulletin mentions this claim – this was not raised at our meeting, so we don't know about this!

Qantas' agenda is substantial and means they want some significant changes to major areas – we have reserved our response to this until we get more detail and have discussions with members in mid to late July.

What's next?

The ASU still need to detail a range of claims including our classification changes, our response

to the Airports of the Future, our wage claim of 5% and our consultation and dispute settling clauses.

We are also discussing the modern Award and ambiguities at a separate meeting on 9 July.

We have had one side meeting on the QFIT wage / classification claim and expect to discuss this more on 13 July.

A more detailed separate bulletin is available on the Qantas Holidays discussions.

Next meetings

Meetings are scheduled for:

9 July - Ambiguities, modern Award

13 July - QF EBA (includes separate meeting on QFIT 1-10s)

28 July - QF EBA

4 August - QF EBA

ASU Claims / Qantas Response Summary – 1 July 2010

ASU Claim	Qantas Response
1. Maintain in EBA 9 all existing EBA 8 conditions & our awards unless improved	Await response
2. Include all EBA 8 Clauses that are currently in side letters	Await response
3. Include Qantas Holidays Limited staff in EBA 9	Reject
4. Include Qantas Defence Services Pty Ltd staff in EBA 9	Withdrawn by ASU
5. Ensure that any ambiguity in any EBA clauses is removed	Meeting on 9 July 2010
6. Increase redundancy entitlements including increasing payment for notice	Reject
7. Include duty travel provisions in EBA 9	Reject – want more detail?
8. Improve classification structure to reflect the current skills for particular jobs	Discussing
9. Ensure any contractors are paid same rates and conditions	Reject
10. Improve staff travel to ensure equity of access, availability and recognition of service	Reject – say not EBA issue
11. Improve higher duties clause and insert yearly increments	Reject
12. Provide a better payroll system and pay slips that are understandable, and establish protocol to deal with overpayments and underpayments	QF to table protocol suggestions
13. Ensure that the Qantas and QFIT Enterprise Awards are maintained as “modern” awards and are not cut	Meeting on 9 July 2010
14. Ensure Job security for staff including those affected by Airports of the Future project	ASU to table claim
15. Improve access to annual leave, long service leave and DIL days	No response
16. Allow the ability to buy additional annual leave (48/52)	No response
17. Improve clauses to allow for more notice of roster changes and change of shifts	Reject
18. Ensure the intent of the part-time clauses in the EBA is not utilised to penalise or disadvantage part-timers	Discussing
19. Ensure all the company paid parental leave provisions are in the EBA and in addition to Fed Government scheme	Discussing – reject any increase
20. Improve consultation and dispute settling provisions	ASU to table claim
21. Eradicate harassment of staff on sick leave	Reject
22. 5% pay rise per annum	No response
23. Increase EBA and award allowances for either CPI or the wage increase as appropriate	No response
24. Adjust QFIT/SP rates to be more aligned with market rates	Discussing
25. Increase the company superannuation contribution to 15%	Reject
26. Length of agreement to be determined	