

Qantas Holidays EBA meetings continue separately

The ASU Qantas Holidays reps met with the Qantas Holidays management on 17 and 30 June 2010.

The company still refuses to include Qantas Holidays in the Qantas Group EBA 9 negotiations so we continue to meet to discuss our claims despite this fundamental difference over the scope of the EBA.

For the most part the ASU reps have detailed our claims to the company and at our last meeting got some responses, although responses on our Qantas Holidays specific claims are sadly lacking.

Management also tabled their EBA agenda which was more topics rather than detailed claims.

Overview of response to our Claims

On the back of this bulletin is a status report on each of our claims. There was little if any concern on our claims save to say that management may be prepared to concede part of our higher duties claim.

We have had two wins on our Qantas Holidays claims – at our meeting on 16 June 2010 we put to the company that it was unfair to preclude staff in Qantas Holidays from applying for jobs in the Qantas Group by imposing a 12 month hold on them if they had recently secured a Qantas Holidays position. The company has agreed that this “hold” position will not apply.

On our claim about the successor fund choice for superannuation Qantas Holidays agrees that the ASU reps should be involved in the process and more consultation will take place.

Unfortunately on our staff travel, extended employment and QBT employment claims the company say this is up to Qantas Airways Group management to change their minds. We were told a meeting will be scheduled with these managers but no word on a date yet.

Make sure you sign the ASU petition outlining staff's dissatisfaction with the lack of response to date and demanding action from Qantas.

What Qantas Holidays wants

Management tabled a brief list of their proposed agenda/claims for Qantas Holidays. There is no real detail on these claims but here is a summary of what was put:

1. Have a separate Qantas Holidays EBA
2. Remove references in separate Qantas Holidays EBA to matters that are not relevant to Qantas Holidays e.g. QFIT, Airline job descriptions, Airline specific clauses etc.
3. Remove Qantas Super plan from Superannuation clause
4. Part time issues – remove barrier on part time work (not clear what this is), change how sick leave and annual leave accrued to simplify
5. Look at SPG Band rates
6. Explore individual choice of a substitute public holiday for bank holidays, show day
7. Cash out annual leave
8. Priority for long service leave in transition period
9. Model FWA Consultation Clause
10. Model FWA Flexibility Clause
11. Provide on call allowance for ASO officers
12. Move payroll to 2 weeks in areas

There was not much detail on these claims; this will be for next time.

Next meetings

We hope to have a meeting with Qantas about staff travel etc, but no date yet.

The next EBA meeting is 22 July, after which we will program member meetings.

The ASU will also ensure that we meet with employee bargaining reps to discuss our respective claims.

The QF EBA 9 discussions are also proceeding, see separate bulletin for those details.

For more information contact your organiser or Qantas Holidays rep.

ASU Claims / Qantas Hols Response Summary – 30 June 2010

ASU Claim	Response
1. Maintain in EBA 9 all existing EBA 8 conditions & our awards unless improved	Discussing
2. Include all EBA 8 Clauses that are currently in side letters	Discussing
3. Include Qantas Holidays Limited staff in EBA 9	Reject – Qantas Holidays wants separate EBA
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	Discussing
6. Increase redundancy entitlements including increasing payment for notice	Reject
7. Include duty travel provisions in EBA 9	Reject
8. Improve classification structure to reflect the current skills for particular jobs	Not applicable to Qantas Holidays
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 – no control
11. Improve higher duties clause and insert yearly increments	Agree to additional increment but not include Super and other benefits
12. Provide a better payroll system and pay slips that are understandable, and establish protocol to deal with overpayments and underpayments	Discussing – believe Stella better system
13. Ensure that the Qantas and QFIT Enterprise Awards are maintained as “modern” awards and are not cut	Qantas Holidays discussing response with Qantas
14. Ensure Job security for staff including those affected by Airports of the Future project	ASU table claim
15. Improve access to annual leave, long service leave and DIL days	Reject – believe existing policies OK
16. Allow the ability to buy additional annual leave (48/52)	Reject
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
20. Improve consultation and dispute settling provisions	QHols tabled provision
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	QHols tabled claim
25. Increase the company superannuation contribution to 15%	Reject
26. Length of agreement to be determined	Discussing
A. Staff travel for Qantas Holidays Pty Ltd employees be continued indefinitely	Reject – proposed meeting with Qantas?
B. Ability for staff to access employment in the Qantas Group be extended to 24 July 2013	Reject – proposed meeting with Qantas
C. That Qantas Holidays employees be able to continue in the Qantas Superannuation scheme if not possible that they have input into what company is chosen for the successor fund	ASU to be involved in process of selecting successor fund
D. Access for QHols staff to employment in QBT (i.e. Qantas Airways Ltd) without the need to resign and be reemployed by JTG Services Pty Ltd or any other non Qantas company	Reject – proposed meeting with Qantas