



Report Back from ASU & Qantas Meeting Today

ASU representatives met today with local Airport management to raise a range of issues affecting staff. The ASU had written to Lexie Rossiter outlining staff's concerns with the operation. Below is a summary of these discussions and management's responses.

Staffing Levels & ALTEA

In response to the ASU's concerns regarding the current staffing levels Lexie Rossiter confirmed that in response to these concerns Melbourne Airport has approval 6 staff immediately;

It should be noted that once ALTEA is fully implemented, and all secondees return from other duties, Qantas are of the view that the staffing compliment will be sufficient. Melbourne Airport has applied for approval for extra staff to cover future attrition. The outcome of this application will be known soon.

In a further response to pressure on customer service staff the planning & resources departments have increased transaction times for both Domestic and International check-in and increased the lead-in time for preparation of flights. Making this change in the system results in more staff being rostered for each flight.

For the International ALTEA cutover there will be 8-10 Aces plus an additional 10 staff seconded temporarily from part time to full time, based on date of joining Melbourne Airport.

In addition extra staff will continue to be rostered on CSD duties for each shift.

Capping of Part Time Staff & Conversions

Part time staff who are close to exceeding the EBA hours limit will continue to be advised by Margaret Garrity and measures to remedy this will be discussed with individual staff members.

Staff who are close to exceeding the cap can also advise Planning in advance that they do not wish to be extended on the day.

As you will be aware the ASU negotiated 22 conversions earlier this year.

The ASU have asked for an audit for all part time staff who will have had an anniversary since April 2008 to ascertain whether conversions have been triggered. Qantas have undertaken to provide this information to the union. If you have had an anniversary since April 2008 and you believe that you have exceeded the hours cap can you please advise ASU Delegates Alex Hill or Denis Leetham as soon as possible.

Rostering Issues

Lexie Rossiter has agreed that the extreme time changes that have been occurring via company shift changes are unacceptable.

We are told that the new rostering system will ensure that the master roster is updated to reflect changes to the schedule. We look forward to celebrating this momentous day if and when it comes!

In the meantime if you have extreme changes please take them to resources. Resources staff will be asked by Lexie Rossiter to accommodate any requests for these extreme time changes to be fixed. Also please check your pigeon holes as ASU Delegates will be working with planning and resources staff to rectify the worst of them.



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Higher Duties

You will be familiar with the EBA provision requires that nominally vacant positions that have been filled on a higher duties basis for 12 months or more are required to be filled using the normal recruitment and selection procedures. The ASU wrote to Lexie Rossiter to trigger this clause in respect to Customer Service positions at Melbourne Airport that meet the criteria of the EBA provision.

As a result Qantas have agreed to start the process for permanently filling all nominally vacant Level 4 positions that fit the EBA Higher Duties criteria. That is they must:

- Be nominally vacant;
- Be filled on HDA for 12 months or more; and,
- The position is expected to continue.

Qantas Melbourne Airport will also seek approval to permanently fill any Coordinators positions that fit the above criteria:

The EBA clause requires these positions to be filled using the normal recruitment procedures.

Access to Annual Leave & Long Service Leave

Qantas have agreed to meet with ASU Delegates Denis Leetham and Alex Hill to review the Annual Leave Plan.. As it has been some years since the arrangements for annual leave allocation were negotiated the meeting will consider whether some additional flexibilities for staff can be incorporated into future plans such as access to one week blocks of annual leave.

In addition the number of Long Service Leave lines will be discussed as a number of staff have hit 10 years service and therefore have an entitlement.

We will report back the outcome of these discussions. In the meantime if you wish to raise any issues with the ASU please speak to Denis or Alex.

Duty Travel

The ASU has questioned whether staff have been paid appropriately when travelling on company business. Two recent examples are staff who travelled to Perth for ALTEA duties, and staff attending A 380 training in Sydney were paid in accordance with the EBA training clause. The ASU has questioned whether this is contrary to the company Duty Travel policy which requires staff to be paid from 45 minutes to departure to 45 minutes after arrival back to the home Port.

Qantas has undertaken to respond to the ASU and we will report this to ASU Members.

Help Desk

Qantas have agreed that only appropriately trained (preferable ticket trained) staff should be rostered on the Help Desk as this is a particularly demanding area to work. It has also been agreed that staff will not be rostered for periods of more than 2.5 hours on the Help Desk.

Whilst some issues raised by the union on your behalf have been rectified a number of issues require further discussion and follow up with Melbourne Airport management. The ASU will report back to you the outcomes of these discussions as they occur. In the meantime if you wish to discuss these matters further please contact your ASU Delegate or Matt Norrey at the ASU Office.

