

## **Qantas Offer - October 2011**

### **WITHOUT PREJUDICE PROPOSAL FOR ENDORSEMENT TO BE PROPOSED TO NATIONAL DELEGATES COMMITTEE FOR CONSIDERATION**

#### **Wages and Conditions**

- 3% per year per annum
- 1% additional increment at top tier (to be confirmed, including no's)
- 3 year agreement – possible 4 year agreement

#### **Job Security Protections**

- No Qantas employee to (be) made compulsorily redundant as a result of use of contractors
- Contractors to be defined as third party labor hire or QGS
- Qantas will require any contractors they use to have an agreement with the TWU
- Qantas will restrict (in a side letter) the total proportion of contractors (as defined) in each area by a ratio enforceable through the disputes procedure for the life of the agreement. The maximum proposed ratio is as follows:
  - Airports – 45%
  - Fleet – 55%
  - Catering – 45%
  - Freight – 25%
- Qantas will agree to a preference and review system to ensure that the allocation of work, including OT etc shall be fair and equitable to all Qantas employees in the first instance. This system shall be set up as default principles for work allocation which shall apply where port/location systems are not implemented within an agreed period of time.
- Qantas will agree that prior to any position or vacancy being filled, under the proposed agreement first preference shall be given to existing Qantas EBA 7 employees.

- Qantas shall ensure that the Qantas EBA 7 rules for OT payment shall apply to all contractors (including QGS – to be confirmed)

### **Other items**

- A new system for higher duties addressing the way people progress to higher duties and the rates of payment for those performing HDA shall be agreed
- Revised part-time provisions shall be agreed (removed cap/increased maximum hrs – transition system & labour mix to be addressed still)
- Qantas shall support TWU activity in relation to the modern award (to some level, to be discussed further – not wages and conditions though)
- Qantas shall support TWU activity in relation to Fiji and International Standards etc

### **To be confirmed**

- EBA6 Union provisions, disputes procedure & delegates rights provisions to be included
- TWU to provide draft consultation & flexibility clause for discussion purposes
- Coverage and Settlement of the catering agreement is yet to be determined