

your rights at work AT QANTAS worth joining for

1 AUGUST 2011

QANTAS REJECT CLAIMS.

NATIONAL DELEGATES CALL FOR PROTECTED ACTION BALLOT

Qantas have rejected the majority of TWU members' claims even though you have been in negotiations for the last few months.

Our Claim	Qantas' Response
Single Agreement at Qantas to protect all TWU members	REJECTED
Real access to an Independent Umpire for workplace disputes	REJECTED
Port Rates: Same rates of pay for the same work, so there is no incentive to outsource your job to outside hire (including QGS)	REJECTED
Job Security and a safer workplace	REJECTED
5% pay rise per year with an additional 1% in superannuation, protected against surges in CPI	NO COMMENT

Further talks were going to get us nowhere, so TWU delegates decided that now is the time for action, **INDUSTRIAL ACTION.**

What is a Protected Action Ballot?

Under Australian law, you are legally allowed to take industrial action if the negotiations with your employer breakdown. But before you can take Industrial Action, a vote must be conducted by the Australian Electoral Commission.

This vote is to show that you are willing to engage in Industrial Action to protect your jobs and ensure a good outcome out of the negotiations. The vote is about saying YES to about taking action in the future if necessary. This is the same process that both the Pilots and Engineers have been through in the last few months.

How does a Protected Action Ballot Work?

All TWU members will receive voting forms in the mail. **It is important to vote YES and return the voting papers in the envelope as soon as possible.**

Remember: Not voting is counted as a NO vote.

What happens after the vote is successful?

We need to take industrial action to get a good agreement. If we don't vote YES in the ballot then we can't take industrial action. Industrial action could range from small simple actions to full national stoppages. There will be workplace meetings to ensure that everyone knows what is going on.

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Why do you have to take Industrial Action?

Qantas management have rejected the core parts of your claim. Your demands are not unreasonable, you want to protect your jobs against outsourcing, you want a safe workplace and fairness for wages and overtime. Qantas have just upgraded their profit forecast to \$550 Million and refuse to guarantee jobs.

But what do Qantas think about Job Security?



"But it is no more in my power to guarantee jobs in writing than to promise Santa will swing by December 24."

- Herald Sun, April 19th, 2011

Make sure your voice is heard

Contact Your TWU:

NSW: 02 9912 0700
QLD: 1800 804 533
Vic/Tas: 1300 727 614
SA/NT: 08 8346 4177
WA: 08 9328 7477

Remember
to pass this
information
along to your
workmates!

The real facts at Qantas

EXPANDING FLEETS

Qantas said the group will purchase 10 new planes and lease a further 18 aircraft by the end of 2012/13 to support expansion and growth "With the domestic market continuing its strong post-recovery and growth, the Qantas group will need additional capacity to participate in this growth and maintain its profit maximising 65 per cent market share."

---The Australian, February 17

STRONG CAPACITY GROWTH

In the March Qantas staff newsletter, Alan Joyce congratulated staff for its return, while stating that "the Group also expects to increase international capacity in the second half of this year by 7%, and 8% in domestic."

WELL HEDGED AGAINST OIL SPIKES

"In conjunction with the RBS global airline report, 'Pain at the Pump', we conclude that Qantas is one of the most protected airlines globally from further oil price spikes."

-- Royal Bank of Scotland
Equities Australia

PROFITS UP

Qantas lifts its expected profits for 2010 up to \$550 Million.

BONUSES FOR BOSSES

At the end of last year, Qantas paid the senior management team a 58% wage increase.