your rights at work AT QANTAS worth joining for

15 JULY 2011

QANTAS REJECT CLAIMS FOR YOUR RIGHTS AT WORK

At this weeks EBA bargaining committee meeting, Qantas management have finally decided to provided your rank and file TWU negotiating committee with their response to the claims overwhelmingly endorsed by TWU members to be included in any new EBA.

Disappointingly, management's response indicates Qantas bosses are not yet prepared to agree to:

- One single agreement for all TWU members at Qantas.

  In other words, Qantas have rejected to Equal rates of pay for Equal work at Qantas companies

- Fair access of an Independent Umpire able to decide any matters of dispute in the workplace.

  In other words, Qantas have rejected protecting your rights and conditions at work

- Port rates for all workers in your workplace

  In other words, Qantas have rejected Job Security for you and your workmates

The Qantas bosses have also said they do not want to include any clauses in a new EBA with TWU members that will make the company accountable for:

- ✗ Providing TWU members with proper workplace safety and security
- ✗ Limiting the number of outside hire contractors working in your port
- ✗ Treating TWU members with respect, honesty, integrity and handling all matters of dispute in 'good faith'

Qantas say they want to offer a pay increase – but they won't tell us yet what it will be!

They did say they are prepared to further talks in relation to some other matters including part-timers, overtime and casuals. Qantas have said they want to abolish the pt hrs cap, introduce 4 hr casuals and have lower rates of pay.

Responding to Qantas, your TWU delegates negotiating committee have unamiously resolved to fight for Qantas to say YES to Qantas workers claims!

Further days of negotiations are set for two days next week.

With Pilots and Engineers at Qantas already able to strike for their job security claims, **TWU delegates have also resolved to take immediate steps to seek the support of all TWU members to take industrial action in support of TWU claims. This process in now underway**.

Further information on what you will have to do to support the fight for Qantas management to say YES and to be able to take action in support of your claims will be available shortly.

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!

TWU delegates resolve it's time of step up our fight for workplace rights at Qantas

TWU Carrying Australia

For updates and more information visit www.twu.com.au/home/campaigns/aviation/

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What happens now...

With Qantas management rejecting core principles of TWU members claims and refusing to offer a wages proposal, your TWU delegates have resolved to seek wider membership support to take industrial action to support your claims for workplace rights at Qantas.

From here this involves, all TWU members been giving a chance to vote YES, to indicate that they support strike action for a better deal from Qantas.

For this to happen, your TWU and TWU delegates will be conferring with members and all delegates over the coming days and then making an application to the industrial court Fair Work Australia, for approval to conduct a ballot of TWU members. If the court approves this application by your TWU a postal ballot will be order and conducted by the AEC of all TWU members at Qantas.

What are the steps for taking Protected Industrial Action?

1. Only members of the TWU can take part in the ballot to take industrial action and be legally protected. If you are not a member covered by this industrial action then the law requires you to work while everyone else strikes. You need to contact your TWU NOW in order to ensure you are a registered member.
2. The TWU will provide the Australian Electoral Commission a list of all eligible workers at Qantas.
3. You will be sent a voting form in the mail to vote on taking Industrial Action.
4. Vote Yes and post it back.

This is our chance to ensure Qantas knows we want a fair wage increase, a safe workplace and secure jobs. For more information contact your delegate or TWU organiser.

Vote YES to Industrial Action.

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 to $550 Million. Congratulations to all the TWU members who worked hard for this profit.

BONUSES FOR BOSSES

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

TWU Carrying Australia

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QANTAS LATE PAYMENT PETITION

TWU Carrying Australia

Dear Mr Joyce, Chief Executive Officer, Qantas Pty Ltd

We, the undersigned, are greatly concerned by frequent late payments of our wages. Additionally, we are outraged by the lack of action on behalf of Qantas to fix these issues when they were raised by workers. We request that;

- Our wages are paid correctly and strictly on time, and
- Qantas fairly compensates workers for each day they are not paid at a rate of 50c for every dollar as well as any losses they incur due to late payments. i.e. Direct debit reject fees.

First Name:	Last Name:	Mobile:	Email:	Work area:	Postcode:	Are you willing to take action?
						❒ Yes
						❒ Yes
						❒ Yes
						❒ Yes
						❒ Yes
						❒ Yes
						❒ Yes
						❒ Yes
						❒ Yes
						❒ Yes
						❒ Yes
						❒ Yes
						❒ Yes
						❒ Yes
						❒ Yes

Please return to your delegate or post to the Transport Workers' Union, 388-390 Sussex St, Sydney 2000 or fax to 02 9261 5416

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