

14 June 2019

Mr Richard Goyder  
Chairman  
Qantas Group

cc. Qantas Board Members

**By Email**



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## **QANTAS LAME ENTERPRISE AGREEMENT NEGOTIATIONS**

Dear Richard,

I write on behalf of the Australian Licenced Aircraft Engineers Association in relation to negotiations for a new Enterprise Agreement for our members working at Qantas. Qantas representatives and the ALAEA have been in negotiation since October 2018 attempting to secure a new Agreement for the one that expired in January this year. Meetings have taken place both formally and informally and we seem to be at an impasse. Since negotiations began, Qantas has not made any offer to us.

LAMEs at Qantas work under a wage structure that is outdated (designed in 1997) and impossibly difficult to manage. Recently many millions worth of underpayments have been uncovered and it is evident that Qantas can't determine which LAME should be at any given level within the system.

The ALAEA has proposed a simpler new structure with a cost neutral transition. Qantas are rejecting our new system claiming the cost is too high yet refuse to outline where the extra cost sits. They simply say it costs too much without explanation. Our members seek to end the ongoing wage errors and the ALAEA continues to offer ongoing dialogue and commitment to ensure the new structure provides cost neutrality along with short, medium and long term savings to the airline.

The ALAEA also have other claims around job security, staff travel, privacy and wage increases, each of which we are prepared to negotiate around. We only have six claims in total and they have all been rejected, again with no counter offer from Qantas. It is our perception that the airline are intentionally agitating towards another dispute. Our members are frustrated and confused by this unusual approach and are now requesting that the ALAEA take forceful steps to secure a deal.

Every one of our Qantas members is proud to be associated with this airline and nobody wants to see another public industrial dispute. We urge the Qantas Board to act without delay by giving influential direction to the decision makers at the airline to assist us all in securing a fair offer with secure jobs and another three years of industrial harmony. A copy of a notice to our members is attached to add context to this letter.

Stephen Purvinas  
**Federal Secretary**