

❖ NOTICE ❖



25 Stoney Creek Rd Bexley NSW 2207
Ph: (02) 9554 9399 Fax: (02) 9554 9644

TO: QANTAS MEMEBRS

RE: QANTAS PIA BALLOT- FINAL

Vote in the Qantas PIA Ballot, Vote Yes in the Qantas PIA Ballot

The AEC will commence sending out Ballot Papers today for the Qantas Protected Industrial Action (PIA) Ballot.

It is critical that as many members as possible vote to ensure the Ballot is valid.

The ALAEA recommends members vote Yes to the PIA Ballot. It is important to send a clear message to the company that their position to date is not acceptable. The ALAEA still hopes to avoid having to take industrial action and we believe a clear YES vote may bring the company back to the negotiating table with a serious offer without the need to take PIA.

0,0,2,2% is unacceptable to LAME's. 0,0,2,2% is unacceptable to anyone. The ALAEA has been attempting to negotiate a reasonable outcome to the EA since November 2018. After all that time the company's best position is: You need to give away Part Time and Casual caps, give away voting on rosters up to and including 10.9hrs and Customer Payments AND take a 2 year wage freeze 2%, 2% and ONGOING %2 per annum for the privilege.

CPI is currently over 5%, the company's proposal would continue, and accelerate the backwards trend of relative LAME wages.

12% is a reasonable catchup claim of 3% per year for the 4 years since the last pay rise to get our wage rate back to an acceptable relative position. This claim is below the RBA recommendation that wage rate increases should be 3.5%. A 12% increase now, is actually LESS than 3% per year over the 4 year period as we would not have benefit of a compounding effect.

The ALAEA has made several offers to settle the EA impasse and some of them have included the company's headline wage claim. Examples are 0,0,2,2% and a simplified LAME Pay Structure and 0,0%,Level,level. Everything we have put forward has been rejected, and there has been no offer to soften the company's claims at any time.

The company's claim of 0,0,2,2 and 2% ongoing and giving away conditions is an Ambit Claim and does nothing to recognise the increase in productivity of LAME's after losing one third of our workforce.

Qantas now has less debt than prior to Covid, has delivered bonuses to Executives, placed orders for new aircraft, bought new airlines and travel companies. But at the negotiating table times are tough. They refuse to acknowledge that LAME's are well aware how tough times have been having spent significant parts of the Covid Period stood down on no pay.

The time is right to reward their staff.

Vote in the PIA Ballot. Vote YES in the PIA Ballot.

Regards

Peter Gill

Assistant Federal Secretary