

ASU Claims / Qantas Response Summary – 1 July 2010

| ASU Claim | Qantas Response |
|-----------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|
| 1. Maintain in EBA 9 all existing EBA 8 conditions & our awards unless improved | Await response |
| 2. Include all EBA 8 Clauses that are currently in side letters | Await response |
| 3. Include Qantas Holidays Limited staff in EBA 9 | Reject |
| 4. Include Qantas Defence Services Pty Ltd staff in EBA 9 | Withdrawn by ASU |
| 5. Ensure that any ambiguity in any EBA clauses is removed | Meeting on 9 July 2010 |
| 6. Increase redundancy entitlements including increasing payment for notice | Reject |
| 7. Include duty travel provisions in EBA 9 | Reject – want more detail? |
| 8. Improve classification structure to reflect the current skills for particular jobs | Discussing |
| 9. Ensure any contractors are paid same rates and conditions | Reject |
| 10. Improve staff travel to ensure equity of access, availability and recognition of service | Reject – say not EBA issue |
| 11. Improve higher duties clause and insert yearly increments | Reject |
| 12. Provide a better payroll system and pay slips that are understandable, and establish protocol to deal with overpayments and underpayments | QF to table protocol suggestions |
| 13. Ensure that the Qantas and QFIT Enterprise Awards are maintained as “modern” awards and are not cut | Meeting on 9 July 2010 |
| 14. Ensure Job security for staff including those affected by Airports of the Future project | ASU to table claim |
| 15. Improve access to annual leave, long service leave and DIL days | No response |
| 16. Allow the ability to buy additional annual leave (48/52) | No response |
| 17. Improve clauses to allow for more notice of roster changes and change of shifts | Reject |
| 18. Ensure the intent of the part-time clauses in the EBA is not utilised to penalise or disadvantage part-timers | Discussing |
| 19. Ensure all the company paid parental leave provisions are in the EBA and in addition to Fed Government scheme | Discussing – reject any increase |
| 20. Improve consultation and dispute settling provisions | ASU to table claim |
| 21. Eradicate harassment of staff on sick leave | Reject |
| 22. 2.5% pay rise per annum | No response |
| 23. Increase EBA and award allowances for either CPI or the wage increase as appropriate | No response |
| 24. Adjust QFIT/SP rates to be more aligned with market rates | Discussing |
| 25. Increase the company superannuation contribution to 15% | Reject |
| 26. Length of agreement to be determined | |