

# Draft resolution

Qantas Airways • QFIT • Qantas Holidays • QFCL • QDS

Having heard the report from ASU officials and delegates this meeting of ASU members endorses the following Claim for EBA 9:

## Fairness & Security at Work

1. Maintain in EBA 9 all existing EBA 8 conditions including the incorporation of our awards (QFIT and Officers' Awards) unless improved
2. Include all EBA Clauses that are currently in side letters with Qantas in EBA 9 – including our union rights clauses
3. Include Qantas Holidays Limited staff in EBA 9
4. Include Qantas Defence Services Pty Ltd staff in EBA 9
5. Ensure that any ambiguity in any EBA clauses is removed
6. Increase redundancy entitlements including increasing payment for notice
7. Include duty travel provisions in EBA 9
8. Improve classification structure to reflect the current skills for particular jobs
9. Ensure any contractors are paid same rates and conditions
10. Improve staff travel to ensure equity of access, availability and recognition of service
11. Improve higher duties clause and consider the insertion of yearly increments
12. Provide a better, more accurate payroll system and pay slips that are understandable, and establish enforceable, quick protocol to deal with overpayments and underpayments
13. Ensure that the Qantas and QFIT Enterprise Awards are maintained as “modern” awards and that their conditions are not cut because of the Modern Airlines Ground Staff Award
14. Ensure Job security for staff including for staff at airports currently facing significant change as a result of the Airports of the Future Project

## Balancing Life & Work

15. Provide improved access to annual leave, long service leave and DIL days
16. Include provisions to allow the ability to buy additional annual leave (48/52)



- 17. Improve clauses to allow for more notice of roster changes and change of shifts
- 18. Ensure the intent of the part-time clauses in the EBA is not utilised to penalise or disadvantage part-timers
- 19. Ensure all the company paid parental leave provisions are in the EBA and that they are in addition to the Federal Government Paid Parental Leave scheme due on 1 January 2011
- 20. Improve consultation and dispute settling provisions
- 21. Eradicate harassment of staff on sick leave

## **A Fair Wage & Superannuation Outcome**

- 22. 5% pay rise per annum
- 23. Increase EBA and award allowances for either CPI or the wage increase as appropriate
- 24. Adjust QFIT/SP rates to be more aligned with market rates
- 25. Increase the company superannuation contribution to 15% (to be confirmed with ACTU proposal)
- 26. Length of agreement to be determined

Moved:

Seconded:

For:

Against:

Location:

Date: