

## Notice of Lockout of Long Haul pilots

Qantas and AIPA have been bargaining for Qantas Airways Limited Flight Crew (Long Haul) Enterprise Agreement 8 (EA 8) since 9 August 2010. To date, we have held around 43 formal negotiations with AIPA, including 8 mediation conferences before Fair Work Australia (FWA). Qantas had hoped that bringing the negotiations before FWA would result in the withdrawal of AIPA's more extreme claims and a sensible agreement being reached.

Qantas can not agree to AIPA's claims and AIPA has organised and continues to organise protracted industrial action against Qantas.

In the circumstances, Qantas responds to the industrial action by locking out employees. A lock out notice is attached in accordance with the Fair Work Act.

This is not a decision which has been made lightly. Qantas hopes you understand that the industrial reality confronting Qantas, as we all strive to change with the times and remain competitive in a difficult global environment, means that agreeing to AIPA's demands is not an option for Qantas.

As you will see from the notice, the lock out will commence at 8 pm Sydney local time on Monday 31 October 2011. Before the lock out commences, it will be necessary to shut down or begin shutting down the operation. During the period from the announcement to the commencement of the lock out ("the notice period"), normal pay, accommodation and allowances will apply.

### **What if you are NOT locked out?**

If you are in one of the groups of employees that will not be locked out, you are to continue to be available to perform your normal duties throughout the notice period and after the lock out commences. You must remain available to perform duties as and when required by Qantas. During the notice period and the period of the lock out normal pay, accommodation and allowances will be provided to you by Qantas.

### **What if you are locked out?**

Employees who are locked out are directed not to attend for, or perform any, work during the period of the lock out. Qantas will not make any payments for the duration of the lock out to those employees who are locked out. However, the lock out will not affect the employees' continuity of employment.

If you are scheduled to be in an Australian slip port during the notice period but prior to the lock out commencing, Qantas will provide you with accommodation and allowances and normal pay practices will apply until the lock out commences. After the lock out commences Qantas will not provide pay, allowances or accommodation.

To ensure that Qantas can contact you, particularly regarding your return to work, it is important that the Company, including your Manager, has your up-to-date contact details. Please ensure that your contact details are also up-to-date in eQ, including any temporary changes to your contact details.

Please contact your Fleet Manager you have any questions regarding the lock out or this notice.

Employees affected by the lockout are also reminded that Qantas employees have access to the Employee Assistance Program (EAP). EAP is a free of charge and completely anonymous professional counselling service. Contact EAP by phone (1300 366 789) for more information.

### **A380, B747, A330 AND B767 FLEETS NOTICE OF LOCKOUT**

**To:**

- All bargaining representatives for the proposed Qantas Airways Limited Flight Crew (Long Haul) Enterprise Agreement 8
- All employees of Qantas Airways Limited who will be covered by the proposed Qantas Airways Limited Flight Crew (Long Haul) Enterprise Agreement 8

**Take notice that:**

In accordance with section 414(5) of the Fair Work Act 2009 (Cth), Qantas Airways Limited (Qantas) hereby gives notice of a lock out of employees of Qantas who will be covered by the proposed Qantas Airways Limited Flight Crew (Long Haul) Enterprise Agreement 8 (EA 8) in accordance with the provisions of this notice below.

The lockout is organised and engaged in as a response to the following industrial action:

- ongoing ban relating to compliance with the Qantas uniform policy and substitution with an AIPA approved uniform policy; and
- ongoing ban relating to compliance with Qantas cabin announcement policy and substitution with an AIPA approved announcement.

**Who will be locked out?**

All employees who will be covered by the proposed EA 8 will be locked out, with the exception of the following groups of employees who **WILL NOT** be locked out:

- any A380, B747, A330 and B767 pilots who are slipping in an overseas port immediately prior to 8 pm Sydney local time on Monday 31 October 2011 (which for the purposes of this notice is the 'reference time');
- all A380, B747, A330 and B767 pilots who hold Administrative Supervisory appointments;
- all A380, B747, A330 and B767 pilots who hold Training Supervisory appointments as Training Captains Category A or Training Captains Category B and Training First Officers; and
- any A380, B747, A330 and B767 pilots who are undertaking the ground and/or simulator component of a transitional training course in an Australian port and who are not undertaking line training.

For the avoidance of doubt, the following pilots **WILL** be locked out:

- all A380, B747, A330 and B767 pilots who are in Australia at the reference time.

**When will the lock out commence?**

The lock out will commence at the 'reference time' (8 pm Sydney local time on Monday 31 October 2011) and will continue indefinitely until Qantas gives notice that the lock out will cease.

Employees who are locked out are directed not to attend for, or perform any, work during the period of the lock out. Qantas will not make any payments for the duration of the lock out to those employees who are locked out. However, the lock out will not affect the employees' continuity of employment.

Date: Saturday 29 October 2011

Lyell Strambi  
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