

Jetstar AWAs – Massive Pay Cuts for Workers and Millions more for Bosses

Following Qantas' announcement that it will increase the pay of its two top executives by an absurd \$12.2 million, Qantas' wholly owned subsidiary Jetstar is slashing the pay and conditions of International Cabin Crew through the introduction of Australian Workplace Agreements.

CEO's Joyce and Dixon have begun to implement the worst aspects of the Howard Governments' new IR laws. All new Cabin Crew employed by Jetstar International will be paid significantly less money and will be required to fly up to 50% more hours in a 28 day period. The few allowances that exist have been reduced.

See Past the Spin – AWAs cut wages

Jetstar and Qantas have been saying a number of things to try and justify why they have decided to go down the individual contract path.

They are trying to tell Australians it's because union members are not flexible.

Anyone who works in the Qantas Group knows this is completely untrue!

Union collective agreements and the union members who voted for them have delivered significant productivity improvements to Qantas and Jetstar over many years.

Union members have also been very responsive to the various crises that have affected our industry. Who can forget the significant contribution to the Company's bottom line profits made by ordinary Qantas Group employees who took a pay freeze after September 11? What about those people who took leave after the SARS crisis?

And let's not forget every area of the business which has suffered restructuring, remodeling and the areas that

have seen staff made redundant and so shouldered extra work as a consequence.

It's easy to spin words like flexibility to the media and blame employees. It's harder to reveal the truth about these AWAs.

More Myths and Stories

Qantas has also been justifying their decision to cut wages and conditions by saying there are too many unions and agreements in Qantas.

The reality is that Qantas created this situation – it was a deliberate negotiating tactic of Qantas's to negotiate separately with different unions and their members. It's the old Divide and Conquer technique.



If you think this through, what they are proposing with the AWAs is thousands of separate agreements with each member of staff. If numbers of agreements was a problem, why would you use a system that creates more agreements?

The truth is individual contracts and AWAs are designed to further divide staff and reduce bargaining power. There is nothing individual about the Jetstar AWAs – they all lower wages and conditions!

What We Stand For

Many people are now fearful that Jetstar and Qantas management in going down this path will forget the core standards that staff stand for.

Cost cutting, attacking staff and joining forces with the Howard Government means that safety standards will come under pressure as the living standards of Qantas and Jetstar employees are being undermined.

We can not stand for a Company Board and management who will not share the success of the company with those who maintain the standards and who have made the Company a trusted Australian icon.

We also know that most Australians oppose these new industrial relations laws, and so the Qantas Jetstar move is really out of step with community opinions.

Can we afford to let an Australian icon, that we have all built, be out of step with the opinions of the traveling public?



We Can Win – why we must stick together and fight AWAs

History has shown if we all stick together with a united voice, we can be a powerful force against Qantas's plans. Remember how together we worked against the random drug and alcohol testing plans of the Company.

At this important time in our working lives it is crucial that we stand united in opposition to these immoral acts being undertaken by Qantas. Almost exactly one year ago the Qantas Unions wrote to Geoff Dixon asking if Qantas had plans to attack your terms and conditions through the introduction of AWA's. We now have the final reply - a reply that signals a new relationship between Qantas and its workforce.

The Qantas Unions will work together and with you to fight any changes that result in your terms and conditions being removed or reduced. Union Collective Bargaining Agreements have provided Qantas & Jetstar with productivity improvements and record profits. These changes

are not about the survival of Qantas or Jetstar, they are an attack on all of us. An attack that will be resisted by all Qantas staff and their unions who vow to work together in the interests of all Qantas and Jetstar workers, their families and the traveling public.

As Qantas looks to further outsource work overseas, including maintenance and is looking at restructuring other sections of the workforce, the Qantas Unions will work together to represent all the Qantas and Jetstar workforce, including those who are forced to sign AWAs.

Qantas unions will meet soon to plan a comprehensive response to this attack on the wages and conditions within the Qantas Group. If you have ideas or comments or want to become involved in our campaign, now is the time to contact your local workplace delegate or union.

Watch out for more details and updates, and check out the Qantas unions' website: www.qantasunions.com.au.

Qantas Unions
Working Together

Authorised by: Australian Council of Trade Unions (**ACTU**); Australian & International Pilots Association (**AIPA**); Australian Licenced Aircraft Engineers Association (**ALAEA**); Australian Workers Union (**AWU**); Australian Manufacturing Workers Union (**AMWU**); Association of Professional Engineers, Scientists and Managers Australia (**APESMA**); Australian Services Union (**ASU**); Communications Electrical and Plumbing Union (**CEPU**); Flight Attendants' Association of Australia – Domestic/Regional Division & International Division (**FAAA**); Liquor, Hospitality and Miscellaneous Union (**LHMU**); Transport Workers Union (**TWU**); National Union of Workers (**NUW**)

