



Qantas National Roster Committee update – Airports & Lounges

We wanted to update you about our recent National Roster Committee meetings in Airports and Lounges, where we continued advocating for better working conditions and fair practices. While we've made progress, there's still more work ahead. Here's what was discussed:

1. Airports & Lounges

Roster Improvement Program (RIP)

Qantas provided an update on their RIP, including discussions on preferential bidding and shift gifting. Shift gifting, where workers can drop shifts for others to pick up, could impact overtime—a concern we have made clear we will not compromise on. We are standing firm to protect your overtime rights.

Rostering

We discussed various rostering issues, including overtime availability and unfair rostering practices that contribute to instability for our members. Qantas has committed to working with us on these issues, and efforts to resolve them will continue at the local level. While some progress has been made, there's still more to be done to ensure fair and consistent practices across all ports.

2. Airports only - Annual Leave

We raised concerns about the Annual Leave Bidding process. Despite our repeated requests, Qantas sent an FAQ document to Brisbane Port without consulting the ASU. We formally raised a dispute to resolve our concerns, and here are the key outcomes so far:

- Participation in the bidding process is not mandatory. While you may choose to participate in it to increase your chances of securing preferred leave dates, it is entirely voluntary.
- Qantas can only direct employees to take leave if they have accumulated excess leave, defined as exceeding 1/13th of ordinary hours worked in the previous 52 weeks.
- This win shifts control back to you, ensuring you aren't compelled into the bidding process. Qantas acknowledged their failure to engage with us and committed to revising the process, including scheduling an online meeting with delegates for feedback before rolling out to other ports.

Stay informed

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Full-time secondments

There is no formal policy for seconding employees into full-time roles, leading to inconsistencies—sometimes through Expressions of Interest (EOI), other times workers being told they are now seconded. We are advocating for a clear, consistent process, ensuring fairness and transparency across all ports.

3. Lounges only - Hubs

Delegates raised concerns about hubs where workers are required to stand at entry points, creating ergonomic issues. Qantas acknowledged the problem and has committed to working with Lounges to address these concerns. Several other port-specific discussions took place, and while progress has been made, there is still more work ahead.

We will continue to advocate for fairer rostering practices, stronger overtime protections, and other key improvements. Stay connected with your delegates and keep updated on the developments—your involvement will be crucial to maximising our success.

If you are not already a member, now is the time to join: www.theservicesunion.com.au/tsu/join

If you require any support or additional information, please contact **Services Connect on 3844 5300**.