



EMPLOYEE Q&A – GET ALL THE FACTS FROM THE ASU

1. What is Qantas proposing for ASU EBA12? What does this mean for me?

Qantas has decided they want to remove SPG employees from the coverage of ASU EBA12.

They want to move SPG employees onto individual “Management Framework” contracts.

If this happens, it will remove the ability for SPG employees to collectively bargain for better pay and conditions, and you will not receive the benefits of any improvements to pay and conditions in ASU EBA12 (like guaranteed annual pay increases).

We don’t know yet whether Qantas intends to uphold any of your EBA conditions in the individual contracts. But if you are removed from coverage of the ASU EBA12 you will be forced to negotiate individually with Qantas for your own pay and conditions.

2. Why does Qantas want to remove SPG employees from the ASU EBA12 agreement?

This is just the latest step by Qantas to remove your ability to collectively bargain for better pay and conditions. Don’t forget, in 2019 Qantas was forced to concede that hundreds of employees on exec contracts were actually covered by the ASU EBA – and had to move most of these employees back into SPG roles (and pay \$9 million in backpay and interest)! And since then we’ve seen them come after other groups of Qantas employees (like cabin crew, and ramp employees).

Qantas have said that this decision will improve their ability to attract and keep good staff -- but if Qantas was genuine about wanting to improve your pay and conditions, they would offer better pay and conditions in the new ASU EBA12, and not take away the safety net of the EBA.

3. What happens to SPG employees if a new ASU EBA12 is voted up?

If SPG employees are removed from coverage of ASU EBA12, SPG employees will remain covered by ASU EBA11 – until Qantas applies to terminate it.

When ASU EBA11 is terminated, your employment conditions will fall to the Award minimum (if an Award applies to your role) or to the minimum employment conditions set by the National Employment Standards (NES).

We can expect that Qantas will offer you an individual contract with conditions that they believe you will accept before they terminate ASU EBA11 – but we don’t know what these contracts will look like.

4. Will SPG employees keep any EBA entitlements in the individual contracts?

Qantas has indicated that SPG employees might be able to keep some EBA entitlements if they are removed from coverage of ASU EBA12– but we don’t know what these will be.

We can expect Qantas to offer staff conditions that they think you’ll take, rather than falling to the bare minimum of the Award or NES.

5. Will SPG employees be voting for ASU EBA12? What does this mean for ASU Level 1-9 employees?

If Qantas removes SPG employees from coverage of ASU EBA12, only Qantas Levels 1-9 and QFIT will be voting for ASU EBA12.



There's no immediate impact for Level 1-9 and QFIT employees – but if Qantas can get away with taking SPG employees off the EBA, there's nothing stopping them from doing this to another group of employees at the time of the next EBA negotiations.

6. Can Qantas make SPs move onto individual contracts?

See Question 3 – once the ASU EBA11 is terminated, employment conditions of SPs will automatically fall to the Award or the NES if removed from coverage of ASU EBA12. We expect that Qantas will offer you an individual contract before they terminate the agreement – but we don't know what conditions these individual contracts will include.

Qantas has said that SPG employees want to move onto individual contracts. But we know that ASU members want to keep the protection and benefits of the ASU EBA.

7. I'm not a manager – why does Qantas want me to be on a management contract?

This decision is not about SPG employees being managers. Qantas wants you off the EBA and onto individual contracts so you don't have the collective bargaining power of the ASU behind you when it comes to deciding your pay and conditions.

8. What will the ASU EBA12 pay offer mean for me?

If you are removed from coverage of ASU EBA12 - absolutely nothing.

Qantas has made it very clear that they only want to pass on a 2% annual increase in all new EBAs, including ASU EBA12. If SPG employees aren't on the ASU EBA12 you won't be entitled to the pay increase we win in EBA12 (or any future EBA increases).

You will have to negotiate your own pay increase with Qantas every year.

9. What can we do to keep SPG employees on the ASU EBA12?

The Australian Services Union will not stand by and let Qantas take away your hard won pay and conditions, and further diminish the ability of their employees to collectively bargain for improved pay and conditions.

We are working across the country to build a strong and active campaign to keep SPG employees on the ASU EBA and we need all SPG employees to get involved.

10. I'm not yet a member of the ASU – can I join today?

Yes! We need as many SPG employees standing together as possible.

Use the QR code on the right to join the ASU today.

To be a part of the ASU campaign, contact the ASU NSW/ACT organiser Rhiannon Robson on rrobson@asu.org.au

