

REVISED SUMMARY OF SUBMISSIONS – TECHNICAL AND DRAFTING

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 17 November 2017.

The summary has been revised to include feedback from the hearing on 2 February 2017 ([Transcript](#)), the responses to the [Draft report](#) and the conclusions in the [Final Report](#) of 14 November 2017.

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1	TWU	Sub-30/06/16	2	Definitions Definition of ' <i>permanent night shift</i> ' should be deleted.	Paras 2-3	RESOLVED Agreed between parties, definition to be deleted, see Transcript-6/12/16 [PN129]. ED of 4/01/17 purports to give effect to parties' agreement, however Schedule B.7.2 still requires amendment. Parties agree B.7.2 should be amended as follows: the word ' <i>permanent</i> ' should be deleted from the heading ' <i>Permanent night shift</i> '; a footnote should be inserted after ' <i>night shift</i> ' in the second heading and after ' <i>night shift</i> ' in the third heading, with the footnotes being the same as those in B.6.2, see Transcript-2 February 2017 [PN134-157].
	ASU	Sub-30/06/16		Opposes inclusion of this definition.	Para 7	
	ASU	Reply-20/07/16		Supports TWU submission.	Para 2	
	Qantas	Reply-21/07/16		Agree, given the definition is replicated in clause 17.1(d).	Para 9	
	AIG	Reply-22/07/16		Not opposed.	Para 94	
2	AMWU	Sub-30/06/16	2	Definitions	Page 2	RESOLVED

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				Definition of 'airline operations industry' is unclear. Either leave per current Award or add 'or' to read: '(a) and/or (b)'.		Agreed, see Transcript-6/12/16 [PN135]; Parties' agreement confirmed, see Transcript-2 February 2017 [PN158]
	Qantas	Reply-21/07/16		Supports AMWU's primary submission. Current Award wording should be retained.	Para 12	
	ASU	Reply-20/07/16		Supports AMWU submission.	Para 3	
3	AWU	Sub-30/06/16	2, 4	Definitions / Coverage Not necessary to repeat definition of 'Airline operations industry' in both clauses. Prefer only clause 4.2.	Para 4	RESOLVED Agreed, see Transcript-6/12/16 [PN137]; Agreement confirmed, see Transcript-2 February 2017 [PN158]
	AMWU	Reply-21/07/16		Supports AWU's submission.	Para 5	
	AIG	Reply-22/07/16		Not opposed to AWU submission, but do not oppose its retention in its current form.	Paras 91-92	
4	AIG	Sub-30/06/16	2	Definitions Ordinary hourly rate definition should refer to clause 18.	Para 218	RESOLVED Agreed, see Transcript-6/12/16 [PN139]; Parties' agreement confirmed, see Transcript-2 February 2017 [PN158]
	Qantas	Reply-21/07/16		Agree with AIG.	Para 3	
	AMWU	Reply-21/07/16		Agree with AIG.	Para 6	
	AWU	Reply-21/07/16		Agree with AIG.	Para 4	
	ASU	Reply-20/07/16		Seeks clarification as to whether wording 'clause 18.3' is an error or whether intention was to reference only the engineering and maintenance stream.	Para 4	
5	AWU	Sub-30/06/16	7.2	Facilitative provisions – facilitation by individual agreement Clause 28.4(b) should be listed in this clause.	Para 5	RESOLVED Parties agree as follows: delete references to cl 28.4(a) and 28.4(b) and the
	Qantas	Reply-21/07/16		Do not agree. Support the clause being	Para 17	

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				included as proposed by Commission at table 7.3.		description of the provision from cl 7.3 (last row of table); insert a reference to cl 28.4(b) in the table at cl 7.2; and insert a reference to cl 28.4(a) in the table at cl 7.4, see Transcript-2 February 2017 [PN172]
	TWU	Reply-21/07/2017		Agree with AWU submission.	Para 3	
6	AWU	Sub-30/06/16	7.3	Facilitative provisions – facilitation by majority or individual agreement Clauses 14.2(c), 14.2(d), 16.1(d), 16.2(e), 28.4(a) and 28.4(b) should be deleted.	Para 5	RESOLVED AIG submit item agreed as per Correspondence of 27/2/17. See Submission of 3/11/17
	Qantas	Reply-21/07/16		Do not agree. Support terms in ED.	Para 18	Qantas submit this item is agreed. See Submission of 1/11/2017.
	AMWU	Reply-21/07/16		Clauses 14.2(c) and 14.2(d) should be deleted. Clause 15.1 as a whole should be included. Clauses 16.1(b) and 16.1(e) should be included.	Para 7	ALAEA agree to AIG wording of 27 Feb 2017. See Submission of 1/11/17.
	AIG	Reply-22/07/16		Do not agree 16.1(d) and 16.2(e) should be deleted.	Para 95	AMWU advised (see correspondence , 4/12/16) submission was regarding cl.7.3, not 7.2 per the summary of submissions , 30/11/16. AMWU clarified position –

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						<p>only cl.15.1(a) and (b) should be included, not 15.1(c), see Transcript-6/12/16 [PN172].</p> <p>Submission that cl.16.1(c) should be included withdrawn, see Transcript-6/12/16 [PN174].</p> <p>Amendment proposed re item 5 would partly resolve issue (as it relates to cl 28.4(a) and 28.4(b)), see Transcript-2 February 2017 [PN172-181].</p> <p>Parties agreed that cl 16.1(d) and 16.2(e) should be amended to enable agreement between an employer and the majority of employees, as well as an employer and an individual employee, see Transcript-2 February 2017 [PN210-PN214]. AIG undertook to draft amendments and provide them to the Commission once agreed to by the parties, see Transcript-2 February 2017 [PN219]</p>

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	AIG	Report back- 27/02/17		Parties agree that clauses 16.1(d) and 16.2(e) of the ED should be replaced by the re-drafted clauses provided.	Pages 1-2	
7	AWU	Sub-30/06/16	7.4	Facilitative provisions – facilitation by majority agreement Clauses 16.1(d), 16.2(e) and 28.4(a) should be added.	Para 5	RESOLVED see Transcript-2 February 2017 [PN221-226]
	Qantas	Reply-21/07/16		Do not agree with AWU. Support terms in ED.	Para 19	
	TWU	Reply- 21/07/2017		Agrees with AWU that 28.4(a) should be included.	Para 4	
	AMWU	Reply-21/07/16		Should include clauses 16.1(d) and 16.2(e).	Para 8	
8	AWU	Sub-30/06/16	10.2(b)	Part-time day workers ED drafting does not reflect the operation of clauses 7.4 and 15.1. Propose to amend the start of clause 10.2(b) to ‘subject to the employer’s rights in clause 15.1, changes in hours may only be made by agreement in writing ...’	Para 6	OUTSTANDING AIG submit this item is outstanding. See Submission of 3/11/2017. Qantas submit this item is outstanding. See Submission of 1/11/2017. AMWU provided a draft. See: Submission of 1/11/2017. ALAEA supports AMWU proposal. See Submission of 1/11/17.
	Qantas	Reply-21/07/16		Do not agree. ED drafting reflects current award.	Para 20	
	AMWU	Reply-21/07/16		Supports AWU’s submission.	Para 9	
	AIG	Reply-22/07/16		Opposed to suggested deletion. Reference to clause 7.4 should remain.	Paras 100-101	
	AWU	Reply-28/02/17		Proposed draft cl 10.2 provided. Still under consideration by parties.	Page 1	
	AIG	Report back 27/03/17		This issue remains in dispute.	Page 1	

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						<p>Clarification on AMWU's position - reference at cl.7.4 should be restricted to cl.7.4(b) and reference to cl.15.1 should be to 15.1(a). See Transcript-6/12/16 [PN176]</p> <p>Amended cl 10.2(b) to be drafted by unions for consideration by AIG and Qantas, see Transcript-2 February 2017 [PN304-PN307]</p>
9	ASU	Sub-30/06/16	11	Casual employment Clause 11.5(c) of current award has been moved to payment of wages (18.7 ED). The ED should contain wording referring to the new location.	Para 10	WITHDRAWN
	AIG	Reply-22/07/16		Does not consider necessary.	Para 102	ASU to return with instructions on whether it will be pressing argument, see Transcript-2 February 2017 [PN308-PN323]
	AIG	Report back 27/03/17		It is AIG understands that the ASU no longer presses its submission.		Withdrawn, according to AIG in Report back 27/03/17 .
10	AMWU	Sub-30/06/16	11.1	Casual employment Do not object to definition of casual employee in ED.	Page 2	OUTSTANDING (as it relates to Item 11)
	AIG	Sub-30/06/16		Definition of casual in current award should be reinstated – change substantially alters meaning of casual employee	Paras 219-223	To be determined by Full Bench

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	ASU	Reply-20/07/16		Supports AMWU submission. Do not agree with AIG submission.	Para 5	Qantas submit the wording should be updated to: 'A casual employee is an employee engaged as such'. See Submission of 1/11/2017. AMWU will continue discussions and provide final position prior to next listing. See Submission of 1/11/2017.
	Qantas	Reply-21/07/16		Definition of a casual in current award should be preferred. Agree with AIG submission.	Para 4 and 13	
	AWU	Reply-21/07/16		Do not see any issued with wording in ED.	Para 5	
	AIG	Report back-27/02/17		Parties agree that AIG's proposal should be adopted; that is, clause 11.1 of ED should be replaced with 'A casual employee is an employee engaged as such'.	Page 2	
11	AIG	Sub-30/06/16	11.2	Casual employment ED increases rate of pay for casuals. Results in the 25% loading being calculated on an amount that includes all purpose allowances. This is different from the current award which requires it to be calculated on a proportion of the relevant minimum weekly rate. Rely on earlier submissions made on a similar issue in the <i>Exposure Draft – Aircraft Cabin Crew Award 2016</i> .	Paras 224-226	OUTSTANDING To be determined by Full Bench AIG submits item is outstanding. See Submission of 3/11/17 Qantas undertook to draft an amendment to cl 11.2 (as an alternative to deleting the second sentence), see Transcript-2 February 2017 [PN396]. Qantas submit this item is outstanding. See Submission of 1/11/2017.
	ASU	Reply-20/07/16		ED wording should be maintained.	Para 5	
	AMWU	Reply-21/07/16		This issue was determined in the decision [2015] FWCFB 6656 (September 2015 decision). AIG has not established a case for departing from the general approach previously determined.	Paras 11-15	
	AMWU	Sub-15/12/16		ED clause does not reflect reasoning of Full	Paras 2-9	

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				Bench which in 2000 established 25% loading in metal industry award. Clause inconsistent and will cause distraction. Varies in assessment as to which matters are compensated by the loading. Suggest removing second sentence.		AMWU will continue discussions and provide final position prior to next listing. See Submission of 1/11/2017.
	AMWU	Reply-13/01/17		Notes the AMWU provided a further submission on 15 December 2016 and provides a link to that submission.	Page 1	
	Qantas	Reply-21/07/16		Support AIG submission.	Para 5	
	ALAEA	Sub-01/11/17		ALAEA submitted that while this relates to item 10 and remains outstanding with regards to the definition of the casual rate of pay, it believes it will likely be resolved by the Full Bench decision in relation to Item 49.	Page 1	
12	AWU	Sub-30/06/16	11.3	Casual employment Wording does not express the intention to prescribe a minimum engagement period for each occasion an employee is required to attend work. Suggest redrafting to ' <i>Casual employees are entitled to a minimum payment of four hours' work at the appropriate rate on each occasion they are required to attend work</i> '.	Para 7	RESOLVED Agreed, see Transcript-6/12/16 [PN139]; Parties' agreement confirmed, see Transcript-2 February 2017 [PN373]
	AMWU	Reply-21/07/16		Support AWU submission.	Para 15	
13	TWU	Sub-30/06/16	12.16	Apprentices – travel payment for block release training Clause 12.6(b) and (c) are identical, one	Para 4	RESOLVED Parties' agreement

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				should be removed.		confirmed, see Transcript-2 February 2017 [PN373]
	AWU	Sub-30/06/16		Clauses 12.16(c) and (d) are identical. 12.16(d) preferred.	Para 8	
	Qantas	Reply-21/07/16		Agree with TWU. 12.16(c) can be deleted.	Para 11	Note: TWU refer to 12.6(b) and (c) in their submission. Assume the intended reference is 12.16(c) and (d).
	AIG	Reply-22/07/16		Not opposed.	Para 104	Agreed cl.12.16(b) [sic] to be deleted, see Transcript-6/12/16 [PN139] Incorrect clause identified at hearing. ED updated by AMOD to include proposal to delete cl.12.16(c) <u>not</u> (b).
14	AMWU	Sub-30/06/16	12.17	Apprentices – Reduction of payment The clause functions as a subclause of the text above. Either retain as subclause or add ‘for travel payment’ to the heading.	Page 2	RESOLVED Qantas agreed with AIG revised wording of 27/2/17. See Submission of 1/11/2017.
	AIG	Reply-22/07/16		Not opposed. If heading is amended, it should read ‘Reduction of travel payment for block release training’.	Paras 105, 107	Agreement reached as to manner in which cl 12.17 should be amended to address AMWU’s concern. Draft of amended clause to be provided by AIG, see Transcript-2 February 2017 [PN415-419]
	AIG	Report back-27/02/17		AIG sets out an amended clause 12.16, which should replace clauses 12.16 and 12.17 of the ED.	Pages 2-3	

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15	AMWU	Reply-21/07/16	14.2(c)	Ordinary hours of work – day work Reference to clause 31 (Consultation regarding change of hours) should be inserted.	Para 16	OUTSTANDING To be determined by Full Bench
	AIG	Report back 27/03/17		AMWU considers issue is similar to one in Manufacturing ED and that therefore consideration of item 15 should be deferred until Commission issues a decision regarding that ED. AIG does not oppose this.	Page 2	OUTSTANDING AIG submits item is outstanding. See Submission of 3/11/17
	ALAEA	Sub-01/11/17		ALAEA support the inclusion of the consultation obligation reference in accordance with the decision in [2017] FWCFB 3177.	Page 1	
16	AWU	Sub-30/06/16	15.1(a)	Method of arranging ordinary hours Wording of clause in current award is preferred over ED.	Para 9	RESOLVED AWU referred to clause 18.4(a) of current award – assume 28.4(a) was intended.
	AMWU	Reply-21/07/16		Supports AWU submission.	Para 17	
	Qantas	Reply 21/07/16		Do not agree with AWU. Support terms of ED.	Para 22	
	AIG	Reply-22/07/16		Not opposed to reversion to current clause.	Para 107	Agreed that clause 15.1(a) ED to be replaced with clause 28.4(a) of current award, see Transcript-6/12/16 [PN141] Submission in reply by Qantas withdrawn, see Transcript-6/12/16 [PN144]

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						Parties' agreement confirmed, see Transcript-2 February 2017 [PN432-PN433]
16A	AIG	Sub-16/01/17	15.1(b)	Rostering arrangements – method of arranging ordinary hours Reference to 'clause 0' should be replaced with 'clause 15.1(a)'.	Para 80	AMOD: Error – ED amended
17	AWU	Sub-30/06/16	15.1(a)(i)	Method of arranging ordinary hours Reference to clause 14.2(c) should be clause 14.2.	Para 9	WITHDRAWN see Transcript-6/12/16 [PN115]; withdrawal confirmed, see Transcript-2 February 2017 [PN434-435]
	Qantas	Reply-21/07/16		Do not agree with AWU.	Para 22	
	AMWU	Reply-21/07/16		Do not agree with AWU.	Para 19	
18	TWU	Sub-30/06/16	17.1(d)	Special provisions for shiftworkers Word 'permanent' should be removed and the clause moved to clause 17.4.	Paras 2-3 and 5	RESOLVED Resolved by parties' agreement in relation to item 1, see Transcript 6/12/16 [PN129 and PN141]. Clause to be deleted. Parties' agreement confirmed, see Transcript-2 February 2017 [PN436]
	ASU	Reply-20/07/16		Supports TWU submission.	Para 2	
	AIG	Reply-21/07/16		Not opposed.	Para 94	
	Qantas	Reply-21/07/16		Issue identified by TWU can be remedied by replacing 'an employee on permanent night shift' with 'If, during a period of engagement a shiftworker works permanent night shift, the employee ...'	Paras 9-10	
	TWU	Reply-21/07/2017		'Permanent' should be replaced with 'consecutive'.	Para 5	
	AIG	Reply-21/07/16		If 'permanent' is deleted, clause 17.4 ED	94	

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				should be replaced with clause 30.4 of current award.		
19	AIG	Sub-30/06/16	17.3	Special provisions for shiftworkers – shift rates Replace ‘rates’ with ‘loadings’ and replace percentages in final column of table in ED with those found in current award clause.	Para 227	REFERRED Plain Language Full Bench to consider
	Qantas	Reply-21/07/16		Do not agree with submission unless the Commission proposes to take this approach across all awards.	Para 6	See [2017] FWC FB 5536 at [581]–582]
	AWU	Reply-21/07/16		Do not see an issue with expressions used in ED.	Para 7	ALAEA does not agree to AIG proposal. See Submission of 1/11/17. Matter raised here by AIG to be considered by Full Bench in decision regarding all Group 3 EDs, see Transcript-2 February 2017 [PN436]
20	AMWU	Reply-21/07/16	17.4	Special provisions for shiftworkers – shift rates Propose a heading ‘permanent night shift’ be added. Alternatively, the table at 17.3 could be amended by inserting ‘permanent ordinary hours on night shift (refer Clause 17.1(d))	Para 20	RESOLVED see Transcript-2 February 2017 [PN442-PN449]

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21	TWU	Sub-30/06/16	17.4	Special provisions for shiftworkers – shift rates Word ‘permanent’ should be removed.	Para 6	RESOLVED Resolved by parties’ agreement in relation to item 1, see Transcript-6/12/16 [PN129 and PN146]. Clause 17.4 ED to be replaced with current award clause 30.4.
		Reply-21/07/2017	17.4	‘Permanent’ should be replaced with ‘consecutive’.	Para 6	Confirmation that this item has been resolved, see Transcript-2 February 2017 [PN450]
21A	AIG	Sub-16/01/17	17.4 and Sch B	Special provisions for shiftworkers – night shifts Concerned certain changes to clause and Sch in relation to the use of ‘permanent night shift’ may be confusing. Suggest issue be discussed during conference listed on 2/2/17.	Para 79	RESOLVED Parties agree B.7.2 should be amended as follows: the word ‘ <i>permanent</i> ’ should be deleted from the heading ‘ <i>Permanent night shift</i> ’; a footnote should be inserted after ‘ <i>night shift</i> ’ in the second heading and after ‘ <i>night shift</i> ’ in the third heading, with the footnotes being the same as those in B.6.2, see Transcript-2 February 2017 [PN134-157].
22	AWU	Sub-30/06/16	17.5 and Sch B	Special provisions for shiftworkers – continuous afternoon and night shifts Heading should be amended to ‘ <i>non-</i>	Para 10	WITHDRAWN AWU to consider clause and

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				successive afternoon and night shifts'		write to Commission. To be dealt with at report back, see Transcript-2 February 2017 [PN461-463].
	Qantas	Reply-21/07/16		Do not agree with proposed amendments to the wording of the clauses.	Para 23	
	AIG	Report back 27/03/17		It is AIG understands that the unions no longer press their submission in this regard.	Page 2	Withdrawn according to AIG, see Report back 27/03/17 .
23	ASU	Sub-30/06/16	17.6	Multiple shift allowance Amended wording in ED is unclear. Do not oppose removal of clause 30.6(c) of current award.	Paras 16-17	RESOLVED AIG submit this item is agreed. See Submission of 3/11/2017.
	Qantas	Reply-21/07/16		Wording of current award should be retained.	Para 31	AMWU submit this item is agreed. See Submission of 1/11/2017.
	AMWU	Reply-21/07/16		Supports ASU submission. Proposes amendment to clause 17.6(b) by inserting the phrase 'in addition to the amount at 17.6(a), an additional' before the phrase '\$4.41 per starting time'.	Para 21	ALAEA agree to AIG wording of 27 Feb 2017. See Submission of 1/11/17.
	AIG	Reply-22/07/16		Not opposed to the retention of current award clauses 30.6(a) and (b).	Para 108	Qantas submit this item is agreed. See Submission of 1/11/2017. AMWU advised (see correspondence dated 4/12/16) that their reference to cl.17.1(a) should have been cl.17.6(a). It has been

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						assumed that their reference to cl.17.1(b) should have been cl.17.6(b). To be considered further, see Transcript-2 February 2017 , [PN476]
	AIG	Report back-27/02/17		Parties agree that cl 17.6 should be replaced with cl 30.6 of the Award. The terms in which cl 17.6 should appear are set out.	Pages 3-4	
24	AIG	Sub-30/06/16	18	Minimum wages Suggest ‘full-time employees’ be inserted directly below ‘minimum weekly rate’ in the tables.	Paras 228-230	RESOLVED See Transcript-6/12/16 [PN146]
	AWU	Reply-21/07/16		Not opposed.	Para 8	Parties’ agreement confirmed, see Transcript-2 February 2017 [PN479]
	Qantas	Reply-21/07/16		Agree with AIG.	Para 7	
25	AMWU	Sub-30/06/16	18	Minimum wages Retain separate clause numbering for minimum wages sections, or replace bullet points with current style (e.g. see 18.5(e)(i))	Page 3	RESOLVED Agreed, see Transcript-6/12/16 [PN146] Parties’ agreement confirmed, see Transcript-2 February 2017 [PN479]
26	AWU	Sub-30/06/16	18.5	Apprentice minimum weekly wages Heading should read ‘apprentice minimum wages’	Para 11	RESOLVED Agreed, see Transcript-6/12/16 [PN150]
	AIG	Reply-22/07/16		Not opposed.	Para 110	

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						Parties' agreement confirmed, see Transcript-2 February 2017 [PN479]
27	AWU	Sub-30/06/16	18.5(b)(i)	Apprentice minimum weekly wages Reference to clause 16.3 should be to 18.5(c).	Para 12	RESOLVED
	AIG	Reply-22/07/16		Agree.	Para 111	Agreed, see Transcript-6/12/16 [PN150] Parties' agreement confirmed, see Transcript-2 February 2017 [PN479]
28	AWU	Sub-30/06/16	18.5(b)(ii)	Apprentice minimum weekly wages Reference to clause 16.3 should be to 18.5(c).	Para 13	RESOLVED
	AIG	Reply-22/07/16		Agree.	Para 112	Agreed, see Transcript-6/12/16 [PN150] Parties' agreement confirmed, see Transcript-2 February 2017 [PN479]
29	AWU	Sub-30/06/16	18.5(b)(ii)	Apprentice minimum weekly wages Reference to clause 15.3 should be to clause 18.3.	Para 13	RESOLVED
	AIG	Reply-22/07/16		Agree.	Para 112	Agreed, see Transcript-6/12/16 [PN150] Parties' agreement confirmed, see Transcript-2 February 2017 [PN479]

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30	AWU	Sub-30/06/16	18.5(b)(ii)	Apprentice minimum weekly wages Reference to ‘ordinary weekly wage rate’ should be ‘ordinary hourly rate’.	Para 13	OUTSTANDING Consideration to be given by AWU to leaving ED as it is, see Transcript-2 February 2017 [PN482-PN487].
	AIG	Report back 27/03/17		Parties agree that the words ‘prescribed in clause 18.3’ should be deleted from clauses 18.5(1)(i), 18.5(a)(ii); and 18.5(b)(ii).	Page 2	
31	AWU	Sub-30/06/16	18.5(e)(i)	Apprentices – competency based progression First dot point should refer to clause 18.5(d) as opposed to just (d).	Para 14	RESOLVED Agreed, see Transcript-6/12/16 [PN150 and PN152]
	AIG	Reply-22/07/16		Agree.	Para 113	Parties’ agreement confirmed, see Transcript-2 February 2017 [PN489]
32	AWU	Sub-30/06/16	18.6(b)	Junior rates Yes, the reference to ‘trades assistant’ should be to ‘Aircraft Worker 3’	Para 15	RESOLVED Agreed, see Transcript-6/12/16 [PN150 and PN152]
	Qantas	Sub-30/06/16		Yes – reference should be to ‘Aircraft Worker 3’	Page 2, Item 1 of table	Parties’ agreement confirmed, see Transcript-2 February 2017 [PN489]
	AMWU	Sub-30/06/16		Agree the heading ‘adult trades assistant’ should be ‘Aircraft Worker 3’.	Page 3	
	AIG	Reply-22/07/16		Not opposed.	Para 114	

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33	AWU	Sub-30/06/16	18.7(e)	Payment of wages Reference to ‘full-time employees’ should be ‘permanent employees’	Para 16	WITHDRAWN See Transcript-2 February 2017 [PN494].
	Qantas	Reply-21/07/16		Reference to ‘full-time’ is appropriate. Support terms of ED.	Para 24	
34	ASU	Sub-30/06/16	19.6(a)	Laundry allowance Do not oppose change to drafting.	Para 13	RESOLVED Understood to be an observation only, see Transcript-2 February 2017 [PN495-496].
35	Qantas	Reply-21/07/16	19.7(a)	Maintenance and engineering workers – wage related allowances Tool allowance should be added.	Para 28	WITHDRAWN see Transcript-6/12/16 [PN164] Withdrawal confirmed, see Transcript-2 February 2017 [PN500].
36	Qantas	Sub-30/06/16	19.7(e)(i)	Maintenance and engineering workers – wage related allowances Reference to CAO 104.1.3.2 In process of confirming and will advise Commission when correct reference is ascertained.	Page 2. Item 2 of the table	RESOLVED Parties to discuss ALAEA and Qantas agreed to new citation see: Submission of 1/11/17. Qantas submit this item is agreed. See Submission of 1/11/2017.
	AMWU	Reply-21/07/16		CASA advised CAO 104.1 was repealed about 15 years ago. This CAO may still be relevant for CAR 1988 operated aircraft.	Para 23	

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						<p>AMWU submit this item is agreed. See Submission of 1/11/2017.</p> <p>ALAEA advised that the CAO has been repealed, but is now reflected in regulations, see Transcript-2 February 2017 [PN501-508].</p>
37	AWU	Sub-30/06/16	19.7(e)(i)	<p>Allowances – special appointments – additional payments</p> <p>Bullet three - the reference to ‘1.38% of the standard rate’ should be ‘\$10.56 per week’</p>	Para 17	<p>RESOLVED</p> <p>Qantas submit this item is agreed. See Submission of 1/11/2017.</p>
	AIG	Reply-22/07/16		<p>Not opposed. Schedule C should also be amended to include allowances in current award clause 21.24.</p>	Paras 115-116	<p>See Transcript-6/12/16 [PN154].</p> <p>AIG noted some allowances do not appear in the ED schedule, because the manner in which those allowances are derived or calculated is no longer apparent. Commission to take this up. See Transcript-6/12/16 [PN154].</p> <p>Agreement confirmed, see</p>

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
						Transcript-2 February 2017 [PN509] AIG noted again that Schedule C does not contain some allowances. Invited to write to Commission to ensure allowances are inserted, see Transcript-2 February 2017 [PN510-513]]
	AIG	Report back-27/02/17		Schedule C does not contain the allowances found at clause 19.7(e) of the ED (cl 21.24 of the Award). ED should be amended to include those allowances in Schedule C.	Page 4	
38	AMWU	Reply-21/07/16	19.7(a)(iii)	Maintenance and engineering workers – wage related allowances Reference to clause ‘19.7(d)’ should be to clause 19.7(e).	Para 22	RESOLVED Agreed, see Transcript-6/12/16 [PN158] Agreement confirmed, see Transcript-2 February 2017 [PN514]
39	AMWU	Sub-30/06/16	21	Indemnity/insurance Rates should be updated, appears there has been no change to them since 2010.	Page 3	WITHDRAWN Qantas submitted proposal is a substantive variation and should be dealt with in accordance with the process for dealing with such variations. Position of
	AWU	Sub-30/06/16		It would be appropriate for the amounts to be increased.	18	
	Qantas	Reply-21/07/16		Rates should remain as they are.	Para 14	
	AIG	Report back		AIG understands that the unions are no		

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		27/03/17		longer pursuing a change to cl 21.		AMWU and AWU to be clarified at a conference , see Transcript-6/12/16 [PN166-PN168] Not agreed, see Transcript-2 February 2017 [PN515-520] Withdrawn, according to AIG in Report back 27/03/17 .
40	AWU	Sub-30/06/16	23.1	Overtime – payment for working overtime Current award clause has been omitted from ED. Should be retained.	Para 20	WITHDRAWN Withdrawn, according to AIG in Report back- 27/02/17 .
	Qantas	Reply-21/07/16		Do not think it is necessary to reinstate the clause.	Para 27	
	AIG	Reply-22/07/16		Not opposed to the inclusion of this provision, but do not consider it necessary.	Para 119-121	
	AIG	Report back- 27/02/17		It AIG’s understanding that the AWU’s submission is now withdrawn.	Page 4	
41	AWU	Sub-30/06/16	23.1(b)	Overtime Reference to clause 14.2(c) should be to clauses 14 and 15.	Para 19	OUTSTANDING AIG submit this item is agreed. See Submission of 3/11/2017. AMWU submit this item is agreed. See Submission of 1/11/2017.
	Qantas	Reply-21/07/16		Do not agree. ED wording better reflects current award.	Para 26	
	AIG	Report back 27/03/17		This issue remains in dispute.	Page 2	

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						<p>Qantas submit this item is outstanding. See Submission of 1/11/2017.</p> <p>ALAEA agree to Qantas proposal of 18/10/17. See Submission of 1/11/17.</p>
42	ASU	Sub-30/06/16	25.1	<p>Annual leave Support inclusion of note referencing ss. 16 and 90 of the Fair Work Act.</p>	Para 18	<p>RESOLVED</p> <p>Qantas submit this item is agreed. See Submission of 1/11/2017.</p>
43	AWU	Sub-30/06/16	25.5(b)	<p>Annual leave loading Provision should be deleted given the Full Federal Court's decision in <i>Centennial Northern Mining Services Pty Ltd v Construction, Forestry, Mining and Energy Union</i> [2015] FAFCA 100.</p>	Para 23	<p>REFERRED</p> <p>Referred to annual leave common issue Full Bench (AM2014/47), see Transcript-6/12/16 [PN158-PN161]</p>
44	AIG	Sub-30/06/16	Sch B	<p>Summary of Hourly Rates of Pay The tables in the ED set out hourly rates that are payable, however the structure of the tables suggests they reflect a percentage of the ordinary hourly rate. This will be inaccurate in some instances. The structure is likely to mislead readers. Suggest '% of ordinary hourly rate' is replaced with '% of the minimum hourly rate', or note in each</p>	Paras 231-235	<p>RESOLVED</p> <p>AIG submit this item is resolved by Group 3 Decision. See Submission of 3/11/2017.</p> <p>ALAEA support wording in accordance with the relevant</p>

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				table that different rates may apply where an employee is entitled to an allowance pursuant to clause 19.7(a).		Group 3 decision See Sub-01/11/17
	Qantas	Reply-21/07/16		Do not agree with AIG's suggested changes. It is not appropriate to refer to or incorporate all purposes allowances in these tables.	Para 8	Qantas submit this item is outstanding. See Submission of 1/11/2017.
	AIG	Report back-27/02/17		Proposed amendments to Schedule B provided.	Page 4	
45	AMWU	Reply-21/07/16		AIG's concern could be alleviated by: 1. Adding 'refer to B.1.1' in all table rows following '% of ordinary hourly rate' or 2. Adding '(relevant all purpose allowances from 19.7(a) and 19.9(b)) in all table rows following '% of ordinary hourly rate'.	Para 24	RESOLVED AIG submit this item is resolved by Group 3 Decision . See Submission of 3/11/2017. Qantas submit this item is outstanding. See Submission of 1/11/2017.
46	AWU	Sub-30/06/16	Sch B.1.1	Summary of Hourly Rates of Pay A reference to clause 19.9(a) of ED should be added.	Para 24	RESOLVED Agreed, see Transcript-6/12/16 [PN162]
	AIG	Reply-22/07/16		Not opposed.	Para 125	Parties' agreement confirmed, see Transcript-2 February 2017 [PN549]
47	TWU	Sub-30/06/16	Sch B.2.2	Classification Definitions Word 'permanent' should be removed.	Para 7	RESOLVED

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	ASU	Reply-21/07/16		Supports TWU submission.	Para 2	Resolved by parties' agreement in relation to item 1, see Transcript-6/12/16 [PN162] Confirmation that this item has been resolved, see Transcript-2 February 2017 [PN549]
	TWU	Reply-21/07/16		'Permanent' should be replaced with 'consecutive'.	Para 7	
48	AWU	Sub-30/06/16	Sec B.2.4, B.3.4, B.4.4 and B.5.4	Overtime – shiftworkers Do not agree the rate payable for overtime by shiftworkers on Sunday is 150% for the first 2 hours and 200% for after 2 hours. Clause 17.7(a) means all overtime by shiftworkers on a Sunday is 200%.	Para 25	REFERRED Added to Substantive matters list TWU submit this item is not substantive. See Submission of 2/11/2017.
	AMWU	Reply-21/07/16		Support AWU submission.	Paras 25-29	Qantas submit this item is substantive. See Submission of 1/11/2017. ALAEA does not agree that this is a substantive issue, and submits overtime by shiftworkers should be at the rate of double time as it was in relevant pre-reform awards. See Submission of 1/11/17.
	Qantas	Reply-21/07/16		Do not agree with AWU. Support terms of ED.	Para 29	
	AIG	Report back 27/03/17		This issue remains in dispute.	Page 2	

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						<p>AMWU agree item can be dealt with as part of the technical and drafting process. See: Submission of 1/11/2017.</p> <p>This is a substantive issue and cannot be resolved administratively through technical drafting, see Transcript-2 February 2017 [PN549-PN561]</p> <p>Not agreed.</p>
49	AMWU	Reply-21/07/16	Sch B.6-B.9	<p>Summary of Hourly Rates of Pay Schedules should contain overtime rates for casuals.</p>	Para 30	<p>OUTSTANDING</p> <p>Issue being dealt with in the casual employment and part-time employment common issue Full Bench (2014/196 & 197). See Transcript-6/12/16 [PN192-PN196]</p>

List of abbreviations (in alphabetical order)

AIG	Australian Industry Group
ALAEA	Australian Licensed Aircraft Engineers Association
AMWU	Australian Manufacturing Workers' Union
ASU	Australian Services Union
AWU	Australian Workers Union
ED	Exposure Draft
Qantas	Qantas Group
TWU	Transport Workers' Union of Australia