

Drug and Alcohol Testing

Urine drug testing "unjust and unreasonable" says umpire

All Qantas employees will be aware of the company's proposal to introduce urine testing for drugs and alcohol – and your unions' campaign against it. A recent case by a full bench of the Australian Industrial Relations Commission (AIRC) determined that saliva testing is a better and fairer way than urine testing. Since Day 1 of our campaign almost 5 years ago, we urged Qantas to use saliva testing not urine testing. We raised many of your concerns - but the Qantas "experts" were not persuaded by our representations.

In this case against the oil company Shell, a panel of three AIRC members, headed by Justice Giudice - the President of the AIRC - agreed that saliva testing "...is far more likely to indicate actual impairment than a positive urine test" and that "...it would be unjust and unreasonable to permit random urine testing". (See *Shell Refining (Australia) PTY Ltd v CFMEU [2009] AIRCFB428*)

This recent decision of the AIRC is a vindication of the stance your unions have all taken, and one that Qantas management cannot and should not ignore.

Update on the DAMP

Your unions have received some great feedback from meetings of members about the Drug and Alcohol Management Plan (DAMP) and have raised several concerns with management about their latest proposals for drug and alcohol testing including:

- The DAMP training package.
- The discrepancy between the drugs CASA stipulates must be tested for - and those that are proposed to be tested for by Qantas.
- How to deal with 'false positive' tests.
- Supplying workers with a 'Testing Rights Information Sheet' that should be provided to each employee before a test.

Your unions continue to negotiate for a fair system and we have again contacted Qantas management to discuss working together on a system that is fair for all workers. We hope to have something to report back to members very soon

What you can do

Qantas management are looking at their current policy position so there is great need to continue discussing this issue with work mates and send a message through your team leaders and managers that urine testing is unacceptable and unfair. It is unreasonable to expect workers to participate in the new system, and you should contact your union immediately if you are asked to supply a urine sample or before participating in any further DAMP training.



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)