

Drug and Alcohol Testing Update and Mass Meetings

In December last year Qantas Management stated to implement a new Drug and Alcohol (DOA) testing regime with very little union consultation.

As a result your unions raised a number of significant concerns with Management including:

- **The potential introduction of a random urine testing regime for all workers**
- Stand-down provisions for workers who have either tested 'inconclusive' for all substances or 'positive' for **over the counter** and **legally proscribed medications**
- A significant increase in the time that Qantas can test workers after a safety incident.
- An increase in the list of prohibited substances to include many prescription medications and over the counter medications
- The potential doubling up of testing, and the use of urine, breath and saliva testing
- **Mandatory reporting of illnesses to management**

During your unions negotiations with Qantas Management they have continued to claim that the changes will have little impact on workers. Management claims to have only made some "...procedural and other

changes [that] have occurred or become necessary...".

CASA have mandated that Safety Sensitive Employees are required to undergo drug testing. However many workers are concerned that Qantas Management are using these changes to increase the reach of the policy.

After consultation with a number of experts, your unions have put together a Drug and Alcohol testing charter, and over the next few weeks we will be holding meeting with all members to endorse the charter. After this endorsement you unions will be demanding further negotiations to implement a fair and just DAMP.

What you can do:

1. Qantas Management has already started implementing this system without worker input. It is unreasonable to expect workers to participate in training for the new DAMP, and no one should participate until the negotiations have finished.
2. Your Unions are conducting urgent information sessions on this issue; we need as many members as possible attending.

Delegates Briefings

- Week of 2-6 March

All Members Meetings

- Week of 9-13 March



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)