

# **PILOTS DISPUTE RESOLUTION**

ACTU Congress September 1989

1.1 Congress expresses its total opposition to the tactics used against individual pilots and their union in the current industrial dispute. These tactics include:

- (i) The cancellation of their awards.
- (ii) Threats by employers to invoke common law action against individual pilots and their Federation.
- (iii) The recruiting of overseas pilots, during the dispute.
- (iv) The introduction of individual contract labour.
- (v) Threatened appropriation of pilots' superannuation funds.
- (vi) The use of military aircraft.
- (vii) Attempts to destroy the pilots legitimate organisation.

1.2 Such actions are in conflict with ACTU Policy and have no place in the Australian Industrial Relations scene.

1.3 However, in expressing our abhorrence of such actions, Congress also reaffirms its continued support for a strategy based on a collective approach by unions to maintain and improve the living standards of Australian workers.

1.4 Congress is concerned that the unilateral actions taken by air pilots and the subsequent action by the Airline companies can undermine the central wage fixing system and lead to US type collective bargaining which favours the few but disadvantages the many.

1.5 While we recognise that the pilots are entitled to a wage increase, their full claim cannot be supported or sustained. However, we believe sufficient room exists to achieve a satisfactory result consistent with other wage settlements in the airlines industry.

1.6 In this regard it should be remembered that pilots were beneficiaries of substantial tax cuts by the reduction of the top tax rate from 60 cents to 47 cents in the dollar - far in excess of that achieved by the average worker.

1.7 The trade union movement has consistently opposed huge increases to others in the community including Politicians, Judges and Business Executives, had the Government pursued wage restraint with these other sections of the Community with the same vigour as shown in the Pilot dispute, the dispute may never have occurred.

1.8 Congress reaffirms its absolute opposition to the use of sanctions and other new right tactics involving the use of

the military against unions and unionists and warns employers and Government that it will vigorously defend any ACTU affiliate against whom sanctions are used. However, the capacity of the Trade Union Movement to defend an affiliate under attack, will be strengthened and guaranteed if that affiliate is acting consistent with the collective policies and decisions of the broader Trade Union Movement.

1.9 Congress notes that the dispute is now before the Commission.

1.10 Congress unequivocally endorses the actions of the ACTU, affiliated unions in the airline industry, and their members.