

FAXED
14/9/07

14 September 2007



25 Stoney Creek Rd Bexley 2207 NSW
Ph: (02) 9554 9399 Fax: (02) 9554 9644
Email: alaea@alaea.asn.au
Web: www.alaea.asn.au
ABN: 84 234 747 620

❖ NOTICE ❖

TO: FORSTAFF AND QANTAS MEMBERS

RE: VIC 12 DISCUSSIONS WITH MANAGEMENT

Members have reported to the ALAEA office that Forstaff management have conducted a series of meetings regarding short-term secondments of staff to Tullamarine. At these meetings members report that threats have been made about the retention of work in Australia and the requirement for the ALAEA to agree to substandard conditions for Forstaff employees because they "*are a drain on resources*".

To clarify the situation and misconceptions surrounding discussions held this week the ALAEA advises the following –

- Friday 7th September the ALAEA was advised that Forstaff had released a Question and Answer sheet for employees considering a secondment to Tullamarine. Without the knowledge or approval of the Association management decided to refuse to pay the appropriate EBA agreed travel payments for staff.
- Monday 10th September ALAEA and AWU officials met with Forstaff management and raised objection to the underpayment. Forstaff were advised that it was unacceptable for Avalon employees to be treated like second class citizens. Management advised that they would respond to our concerns the next day.
- Tuesday 11th September management advised that they were not in a position to answer our concerns. The ALAEA warned Forstaff that a failure to address the concerns of our members would lead to a notice advising members not to accept secondments to Tullamarine until all matters of concern had been addressed. Management requested that we hold off issuing a notice until they had time to respond the next day.
- Wednesday 12th September both unions were advised at 11.30 that 3 of the 4 issues raised were rejected and that Forstaff employees should be happy with the terms offered which were less than those contained within the EBA document and substantially less than Qantas employees. Authorisation for head office to release our notice was given over lunch and management advised shortly after. Without sighting a copy of the notice management abruptly ended the meeting.

"To undertake supervise and certify for the safety of all who fly."

The outstanding issues are 737 licence payments to Forstaff employees only being paid for the period they work 737 aircraft. The payment of a bonus to Forstaff employees who equally contributed to the record profit of an airline that led to \$2000 worth of bonus to Qantas staff and an increase in the CEO's remuneration from \$5.3M pa to \$6.7M pa.

The key issue outstanding is the non-payment of agreed travel allowances and time payments for employees offering to work at Tullamarine. Forstaff have attempted to revert to an unrelated "Training" clause in the EBA to justify their position despite numerous meetings between the parties.

The above matter and discussions about cross-utilization commenced late last year when Qantas CEO Geoff Dixon assured the heads of three unions that the movement of staff between the facilities would ensure maintenance is kept onshore and would not be an attack on wages and conditions. Since that time the ALAEA has been continually pushed by management deadlines to agree to concessions for the airline in order for them to meet cost targets while at the same time concerns raised by union members have been met with delays, rejections and contempt.

The question of the ALAEAs agenda was incorrectly relayed to our members yesterday in a notice issued by Forstaff management. The ALAEA agenda is quite simple. It is to guarantee that ALAEA members are paid their full EBA entitlements when carrying out duties for their employer to ensure that industry standards are maintained. We are not in the business of holding hands with management whilst they advise members to support profitability by reducing wages and conditions.

The ALAEA have continued to meet with senior Qantas management yesterday and have continually advised them that we are more than prepared to support the flexibilities desired by the airline if our members are paid in accordance with their wage agreements.



STEPHEN PURVINAS
Federal Secretary