

19 OCTOBER 2007



# ❖ NOTICE ❖

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**TO: FORSTAFF AND QANTAS MELBOURNE MEMBERS**

**RE: SECONDMENTS TO TULLAMARINE**

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ALAEA members have reported that Forstaff Management have again been requesting Forstaff employees accept temporary secondments to the Qantas Heavy Maintenance Melbourne facility starting from the 29 of this month. Members have also advised that management may be misleading Forstaff employees by advising that everything has been sorted with the ALAEA and it is ok to sign a document that locks in the arrangement.

**At this stage no agreement has been entered into with management to allow temporary secondments to Tullamarine other than the conditions contained within the EBA.**

Employees are being asked to sign a document to undermine the conditions in the current EBA. It is unacceptable to the ALAEA to be in a position where we negotiate payments on behalf of members and then, these conditions are undermined by people thinking they can place themselves in a better position by negotiating separate arrangements with a company. Management would like this position to be accepted by unions when they are not prepared to pay the agreed rates and think they can get away with it cheaper. No individual contract would be needed if the correct rate was being paid in the first instance.

Forstaff employees accepting the current terms being offered by management are placing in Jeopardy our opportunity to negotiate a long term Agreement that would secure fair payments and guarantees of long term work in Victoria. The Forstaff Avalon wages and conditions have been collectively negotiated to ensure that rates remain at industry standards and those individuals who enter into reduced individual contracts are effectively stabbing their workmates in the back by undermining agreed conditions. The individual agreement has not been created for your benefit; it is authorisation for management to pay you less.

If any member has been given an individual contract for short-term work at Tullamarine please forward to the ALAEA office. **The ALAEA (not management) will advise when the ALAEA is satisfied that the appropriate resolution to the secondment issue is reached.**

  
STEPHEN PURVINAS  
Federal Secretary

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