

QF: 040/2008

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❖ NOTICE ❖

TO: QANTAS MEMBERS

RE: LAME EBA UPDATE 28 APRIL (Late edition)

A number of members have contacted the ALAEA office lately asking for information on wage rates at various LAME employers so they can compare wage rates with that of Qantas LAMEs. The queries were raised after Qantas documentation comparing the 3% wage offer from the airline to the last EBA outcomes to others in the Qantas group such as Flight Attendants and check in staff. Quite rightly members have highlighted that the comparison should be made with others with similar qualifications.

Rather than continually revisit the same questions each time I thought it may be timely to advise all Qantas members about the wage disparity between Qantas and other LAME employers in Australia. These figures have been taken from existing employment contracts and collective agreements and are as accurate as the ALAEA can establish with our information. It should be clearly highlighted that many minor variables exist such as staff travel, income protection and differing meal allowance rates but for the purpose of this comparison we will only be considering the bulk of the usual take home wage components such as base salary, licence pay, shift penalties and in-built overtime. To simplify the comparison we will be using a Mechanical LAME with Airframe and Engine tickets on one aircraft. In all cases except Newport Aviation an Avionics wage will be slightly higher.

Qantas Mainline

New LAMEs commence on level 3 and progress every 4 years up to level 8. Level 9 and above are subject to quota restrictions. Shift penalties and overtime are both paid on top of a base salary. This comparison is again based on the one aircraft Mechanical LAME and we have chosen the department with the highest shift penalties being the Domestic 12 hour roster that pays 44.1% with an inbuilt overtime component.

QF	Base	Licences	Shift Penalties 44.1%	Leave pay	Total
Day one	\$53,248	-	\$23,482	-	\$76,730
10 years (lvl 5)	\$61,256	-	\$27,014	-	\$88,270
20 years (lvl 8)	\$73,201	-	\$32,281	-	\$105,482

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

John Holland

Working under an ACTU negotiated collective agreement the bracket for LAME wages sits between \$75,000 to \$150,000. The lower rate being for a straight day shift LAME with one licence. Offers above are determined by calculating shift penalties from a table within the agreement and determining an annual salary that also includes a target overtime band with all hours in excess of 38 per week calculated at double time.

Shift penalties are slightly different with Sunday only attracting 50% but early morning shifts paid at 20%. Lames are paid equally on day one or 20 years as there is no graded structure as such but higher offers can be made by management. Rosters are usually 4 on 4 off attracting slightly lower penalties than QF.

JH	Base	Licences	Shift Penalties 40%	Leave pay	Total
Day one	\$75,000	-	\$30,000	-	\$105,000
10 years	\$75,000	-	\$30,000	-	\$105,000
20 years	\$75,000	-	\$30,000	-	\$105,000

Virgin

The Virgin structure is similarly non graded and a simplified annual all inclusive salary based on a 40 hour week. The mechanical LAME is paid a flat rate of \$78.21 per hour for all overtime.

DJ	Base	Licences	Shift Penalties -%	Leave pay	Total
Day one	\$103,040	-	-	-	\$103,040
10 years	\$103,040	-	-	-	\$103,040
20 years	\$103,040	-	-	-	\$103,040

Emirates

LAMEs commence on level TE.01, move to TE.02 after 2 years and TE.03 after 7. Along with annual 3% wage increases, a further increase can be obtained based on performance. A typical LAME who completes all tasks and keeps his nose clean will get an additional 3% each year until he hits the maximum payment on his relevant TE scale.

LAMEs work a 38 hour week in a five on 3 off pattern, do not work or get paid extra for overtime. Licences are paid at \$225 per month per category up to 8 licences and an additional annual payment equal to one half a month's wage is paid as leave loading. Shift penalties are paid on top of base salary in almost identical manner and rate as Qantas.

EK	Base	Licences	Shift Penalties 35%	Leave pay	Total
Day one	\$68,835	\$5400	\$24,092	\$2,868	\$101,195
10 years	\$108,680	\$5400	\$38,038	\$4528	\$156,646
20 years	\$125,400	\$5400	\$43,890	\$5225	\$179,915

Jetstar

The latest Jetstar agreement is not available but rates have traditionally been similar to or in line with Virgin rates.

Newport Aviation

The alternative workforce that Qantas have engaged with an unknown number of LAMEs believed to be mostly retired LAMEs. Most have been engaged since around Christmas with no shift work required as the only attendance has been for classroom training. The ALAEA does have copies of Newport contracts but as yet have not seen an Avionic version.

A \$40,000 bonus (for six months) is payable on the completion and a casual loading of 20% is written in to all contracts. We have removed the casual loading for comparison purposes and annualised the bonus to \$80,000.

AQ	Base	Licences	Shift Penalties - %	Bonuses	Total
Day one	\$100,000	-	-	\$80,000	\$180,000
10 years	\$100,000	-	-	\$80,000	\$180,000
20 years	\$100,000	-	-	\$80,000	\$180,000

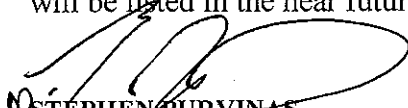
It should be noted that additional pay can be obtained from all employers other than Newport Aviation for acquiring additional licences. The past two years has seen an extremely limited number of company paid type courses per individual employee from both Qantas and John Holland.

A 15% pay rise today would leave a 10 year single aircraft LAME at Qantas on \$101,511 working a 12 hour four on four off roster and still well short of Virgin. They have only offered 6% (3% for 1 Jan 2007 plus 3% 1 Jan 2008).

A level 13 multiple licenced Qantas LAME working the Domestic 12 hour roster earns \$134,300 including shift penalties. Maximum pay for an Emirates LAME with maximum ratings (8) is \$196,115 without having to work a 12 hour roster.

It should be remembered that Qantas staff do have additional benefits such as staff travel and the ability to salary sacrifice wages for laptops and cars. As has been pointed out to me by a number of members recently, "you can't pay your bills with staff travel and laptops".

ALAEA officials will be attending the Industrial Relations Commission in Melbourne tomorrow under conference conditions to discuss problems our members are having taking annual and long service leave. Three separate scenarios will be under consideration and if the parties cannot reach resolution under the guidance of Vice President Watson, the matter will be listed in the near future for arbitration.


STEPHEN PURVINAS
 Federal Secretary