

QF: 041/2008

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❖ NOTICE ❖

TO: QANTAS MEMBERS

RE: LAME EBA UPDATE 29 APRIL

This notice although more related to Cert IV training fits in with the complicated puzzle that the current EBA negotiations have become. There have been several notices in the past about Cert IV training and the related claim for a payment for this additional duty but to remind all I will again step through the sequence of events.

The Cert IV certificated training was introduced a number of years ago to allow LAMEs to pass on their knowledge of specific tasks such as towing PIC and airport driver licence training. As a LAMEs wage does not include a component for teaching, the ALAEA always claimed that the additional role was worthy of a payment. Carrying out the Cert IV training has always been voluntary and the airline cannot direct LAMEs to undertake this additional Instructional function.

LAMEs in Sydney (Base Servicing) had always been paid additional monies for the period that they carried out their Cert IV instruction. Recently Qantas management decided they didn't want to pay the additional money but still expected the LAMEs to do Cert IV training without payment. We advised members not to do the training and they ceased carrying out the role.

The parties brought the matter to conciliation before the Industrial Relations Commission where Qantas stated that the Cert IV trainers did this duty voluntarily. As a result of that conference, it was recommended that the matter of appropriate payment be dealt with in the current EBA negotiations.

As most would be aware, the in-principle agreement in its entirety is now off the table, this includes the clauses pertinent to Cert IV training. We understand that Qantas is now desperately short of LAMEs Qualified for PIC and drivers licences in some ports. Cert IV trainers will be asked (they are not able to be told) to help the airline out by conducting this training and may even be offered a payment for the period they train.

We again strongly recommend all Cert IV trainers exercise their discretion and not train until a permanent payment for this additional duty is agreed and the ALAEA advise members accordingly.


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

Solving problems for the airline by accepting a short term payment will assist them in their EBA negotiations by taking pressure off them to cement this payment permanently. It is a matter of record that current Engineering managers have taken this payment away so they can do things cheaper at your expense. If you continue to train on an ad-hoc basis you will assist management to do this.

LAMEs who are directed during working hours to undertake the above mentioned training **as students only** should do so if it is in his/her normal rostered hours of duty. Members cannot be forced by way of direction to train **as students** outside these hours on overtime or through short notice shift changes. Should any member require clarification on your rights to not accept training on overtime or short notice shift changes you should ring our office.

Members around the country are encouraged to support their locally qualified Cert IV trainers as their stand also assists us to achieve a better EBA outcome for all. If a situation ever arises that Qantas deploys a strikebreaking workforce within our workplaces, it would be nice if these \$180,000 pa strike-breakers were entirely occupied towing aircraft that your licences had expired on.

All LAMEs are again reminded that your Cert IV trainer has the right to reject these duties until the matter is resolved in the current EBA and they do not need to wait for ballot results to exercise this right. Please remind them that they can and should say no for the benefit of all, as good ALAEA members unless Qantas pay at least the Senior 1 payment additionally on a permanent basis to all Cert IV trainers.



STEPHEN PURVINAS
Federal Secretary