

30 April 2008



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

# ❖ NOTICE ❖

**TO: JOHN HOLLAND MEMBERS**

**RE: ANNUAL HOURS**

---


We have been made aware that there has been some confusion in the workplace with regard to the calculation of hours at the anniversary date of employees with John Holland, especially for those members who have exceeded their yearly target hours. The applicable clause contained within your certified agreement is 13) d) –

*Where the Employee has worked more than the target hours in any one year, and at least 90% of the hours worked (including stand-down time as authorised by management) have been charged and the variation in hours has not been reflected in the Employee's salary in accordance with sub-clause 12(f), above, the Employee will be compensated by time off in lieu, a credit to the Employee's annual leave balance, or a lump sum payment reflecting the additional hours at the appropriate penalty rate.*

At the passing of your anniversary date a calculation needs to be made with respect of your target hours. This leaves 3 options available which are explained above. If the third option of "additional hours at the appropriate penalty rate" is selected then the ALAEA is of the opinion that this would incur a rate of double dollars for those Employees working shift work or time and a half for day workers. These penalties are defined in Annexure 3 of your wage agreement.

It would also be appropriate at the anniversary date to make a new calculation of target hours for the upcoming year. Any time given in lieu due to additional hours worked in the previous year should be calculated as time worked for your calculations.

ALAEA members who are having difficulties making these calculations or securing payments or other compensation for additional hours worked should contact the ALAEA for assistance.

  
**STEPHEN PURVINAS**  
Federal Secretary

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