

2 May 2008



❖ NOTICE ❖

TO: VIRGIN ALAEA MEMBERS

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RE: WAGE NEGOTIATIONS

Some Virgin LAMEs have recently contacted us and advise that Representatives from management are in the process of questioning LAMEs about the next wage agreement that LAMEs may be asked to consider. The basic question is "what do you want in your new Agreement?" Before we can ask this question it is relevant to understand recent changes to the Workplace Relations Act, particularly those for workers coming off AWA's.

AWA's are now banned. An interim law allows a new individual agreement to be made termed an ITEA (Individual Transitional Employment Agreement) but if these are made, the new agreement cannot have a nominal expiry date beyond 31 Dec 2009.

The other more viable option for both parties is a collective Agreement. There are two forms of collective Agreement, an employee Agreement or a union Agreement. The ALAEA will be involved on behalf of our members in the workforce (approximately 50%) regardless of the type of agreement but obviously would prefer the union collective as it creates less hurdles for us to represent you easier. For example we could commence negotiating a union collective agreement now; an employee collective agreement would require individuals to sign documents giving us permission to negotiate with the company. We would like to avoid this and other unnecessary steps.

We are concerned that a repeat situation from the previous round of AWA negotiations may occur if a non-union collective Agreement or ITEA's is sought by the company. During the previous round, the AWA's were written and a small number of staff signed up. A better version was made and a few more signed but unbeknown to them there was a third and final offer that was ultimately accepted by the remaining staff. Negotiating without union involvement suits companies because they can create divides that are detrimental to the negotiating process. The ALAEA are in the business of ensuring that this can't happen and doesn't accept Agreements until the majority are satisfied under secret ballot conditions.

The ALAEA are now in the process of writing to the Virgin Tech General Manager Graeme Hills requesting a meeting to discuss future bargaining arrangements for members at Virgin Tech. At this stage it is unknown how Virgin will be handling negotiations from their end. ALAEA members with ideas or items they wish to be addressed in these negotiations should contact us via email or fax asap. Remember, negotiating on your own makes you a target if they don't like what you're asking for. Let's provide a united voice.


STEPHEN PURVINAS
Federal Secretary

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