

21 May 2008



❖ NOTICE ❖

TO: ALAEA MEMBERS – FORTAFF AVALON

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RE: FORSTAFF EBA UPDATE 21 MAY

The Unions met with Management yesterday to pursue improved wages & conditions for your EBA. The ALAEA were represented by Federal Secretary-Steve Purvinas, Industrial Officer-Brad Stewart and Workplace Representatives Gus Shea, Tom Rozario, Yusoff Abdul Ghani and George Andrades (Paras Parasram & Stephen Thorpe were apologies).

Whilst the negotiations covered outstanding clauses for the Agreement, the following key issues were discussed yesterday with management;

1. The ALAEA has unequivocally rejected a 3% wage increase and on the basis of current inflation. We have advised Forstaff that we are seeking 6% pa.
2. The union is not seeking changes to the overtime banking clauses and is adamant that the status quo remain.
3. The parties have agreed in principle to remove reference to XPT in the disputes settling procedure.
4. The parties are at odds with the \$1,000 performance bonus and have not reached agreement. The ALAEA has concerns about links to performance pay that we have no control over.
5. The ALAEA is not convinced that a new agreement is necessary on the basis that the current agreement still stands. If we were to accept a "workchoices agreement" we may lose some conditions. As it stands members at Forstaff can remain on their existing terms and conditions whilst receiving flow on wage rises from Qantas. Management were advised that we will only be supporting a new agreement if wages and conditions are improved.

After the meeting with management your Workplace Representatives met with ALAEA union officials to discuss appropriate steps for members to take Protected Industrial Action (PIA), should we not reach agreement with Forstaff Aviation. This step would only be taken if members indicated to us that this is the direction they wished to travel in order to apply pressure on Forstaff Aviation to agree to our terms for a new EBA.

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

The steps to take Protected Industrial Action are as follows;

- Formal Initiation of Bargaining Period on Forstaff Aviation by the ALAEA via the Australian Industrial Relations Commission.
- A ballot of members where the ALAEA seeks support from members to take Protected Industrial Action.
- Taking of Protected Industrial Action.

Your ALAEA Federal Executive members are now considering the initiation of the formal bargaining period and this step could be taken with one week. Beyond this ALAEA members should discuss ideas with their Reps or either of the two Forstaff Councilors Danny Morarji or Paras Parasram.

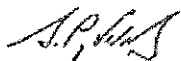
Forstaff employees who are not ALAEA members will not be able to participate in any Protected Action ballot that may take place in the future. Ballot rolls for PIA are generally closed at short notice by the Australian Electoral Commission and only financial ALAEA members names will appear on the roll. **457 Visa holders can vote in Protected Industrial Action ballots and will need to join the ALAEA now in order to participate.**

Members asking about the ALAEA claim for this round of negotiations should remember that negotiations are fluid and discussions surrounding our wishes and management requests change from week to week. The basis for our negotiation includes the following key claims:

6% wage rise per annum

No loss of existing conditions

Retain parity with Qantas employees



STEPHEN PURVINAS
Federal Secretary