

QF: 052/2008

27 May 2008



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❖ NOTICE ❖

TO: ALAEA MEMBERS – QANTAS and FORSTAFF

RE: EBA UPDATE 27 MAY

Dixon Says no Negotiation

The ALAEA and ACTU were advised yesterday that the Qantas CEO would not meet with us this week due to planned stop work meetings. I met with ACTU Secretary Jeff Lawrence yesterday and explained the events of late last week with our offer to the airline to provide short sanctioned feedback meetings with no disruption to services. I also explained that Qantas did not even have the decency to reply to the ALAEA request and therefore we had no option other than to provide the much needed feedback at stop work meetings. The ACTU were 100% supportive of our position.

It was suggested to me in a member email that we should consider withdrawing the gun we have at Qantas's head to facilitate meetings. It must be highlighted that we have continuously postponed action to suit Qantas and every time we do the right thing they return to the table with nothing. Qantas on the other hand think it is ok to continually hold a gun to LAMEs heads with constant threats of outsourcing to overseas facilities. The meetings two weeks ago were postponed to hold urgent meetings and I was advised that Mr Dixon could not make time for us last week because the CEO was heading overseas. This time, our members will not make time by further postponements for Mr Dixon and our stop work meetings will proceed.

Stop Work Meeting Information

Venues are now being booked and will be advised in due course. Members who are on sick leave over the periods of the stop work meeting should not be docked 4 hours pay as they will not have taken Protected Industrial Action. Members not rostered for duty are more than welcome to attend the venues to take part in the meetings. All levels of Qantas LAME are directed to leave their workplace on the time designated for their port. This includes LAMEs, Seniors, DMMs and Maintenance Watch members.

Any member who chooses to ignore the democratic process by staying at work may be openly invited to explain their actions at a subsequent ALAEA Federal Executive meeting. The invitations and minutes will be made public. Two members have resigned in the past month and openly declared that they will continue to work during legally sanctioned stop work meetings. In both cases, the individual's membership remains in place until their resignations are processed at the next Executive meeting. The two members who are in the process of resigning are still bound by the ALAEA rules and should continue to follow ALAEA directions.

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

Qantas Tech Salaried Staff

The ALAEA have advised Qantas that our members covered by the Tech Salaried Staff Agreement are now in a formal bargaining period. This Agreement covers a number of Qantas members employed as Engineering Instructors, NDT specialists, Maintenance Schedulers, Tech Officers, Flight Data Analysts, Flight Training officers etc. The formal bargaining period is the first step before a Protected Industrial Action ballot to secure a better EBA outcome.

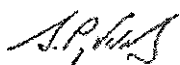
Forstaff EBA

The ALAEA has been faxed a copy of a management notice issued yesterday in which we have been attacked for considering Protected Industrial Action for Forstaff members. The ALAEA would like to affirm the management position and agree that only ALAEA members will be able to take part in any future Protected Action unless the other unions adopt the same approach. We have invited other Forstaff Avalon unions to join us so we can stand together to ensure that a real wages outcome is attained. At this stage Forstaff have offered 3% per annum which in real terms is a wages cut. It is our view that all members are entitled to an economic adjustment to reflect inflation and additional amounts due to productivity.

Members are also reminded that the example (250) ALAEA membership at Avalon used by management is incorrect. Our membership is closer to 400 and more than half the total number of employees at Forstaff. The ALAEA does not only cover LAMEs, all categories of employees can join the ALAEA including AMEs, Utilities staff, Planners, Administrative staff and Workshop personnel.

Working to Rule

Members should now as always be working strictly to the Qantas policy and procedures even when aircraft departure times are approaching. We have been sent a number of log coupons and reports both verbal and written that indicate to us that Qantas management may be placing schedule before safety and rules may have been bent to dampen the impact of overtime restrictions. We have been reporting breaches to CASA that include, aircraft flying with unactioned defects from major ports, aircraft leaving unmanned ports with mandatory maintenance inspections unsigned or actioned, management pressure to amend form 500 reports and re-application of failed Engineering Authorities. If you are being pressured to make decisions and feel uncomfortable, take 5, review your steps thus far and do not watch your clock when you work. Members should continue to report incidents on official company paperwork and to the ALAEA who are now in contact with CASA on a daily basis.



STEPHEN PURVINAS
Federal Secretary