

12th June 2008



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# ❖ NOTICE ❖

**TO: VIRGIN TECH ALAEA MEMBERS**

**RE: AUTHORISING THE ALAEA AS BARGAINING AGENT**

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Our earlier Notice (2<sup>nd</sup> May) indicated the Association's preference to negotiate a new Union Collective Agreement with Virgin Tech. However, given management's tactic of stalling ALAEA requests for a meeting to discuss future bargaining, it is prudent to plan to expect that the Company may try to bypass the Association through negotiating an Employee Collective Agreement or even an Individual Transitional Employment Agreement (ITEA). To cover this situation and protect your interests and the interests of your fellow members, you can authorise the ALAEA to represent you in negotiations for either form of agreement.

It is your right under the Workplace Relations Act to appoint a bargaining agent. No person (including an employer) can take or attempt to take, any action which compels or forces you to not make a request for a bargaining agent to represent you or withdraw such a request if you do not wish to do so. It is also your choice as to who you appoint as bargaining agent – it should not be something that Virgin Tech management seek to influence.

The Association will strive to achieve a fair and reasonable new collective agreement on your behalf. To appoint the ALAEA as your bargaining agent, we need you to complete and sign the attached bargaining agent instrument of appointment form and then return it promptly to the ALAEA. Under the Act, the ALAEA is required to hold the original of the completed form. After taking a copy for your records, you should address an envelope and post the original to:

**Australian Licenced Aircraft Engineers Association  
Reply Paid 68839  
Bexley NSW 2207**

*Note – no postage will be required.*

Should you have queries regarding bargaining agent issues, please write, phone, fax or email your concerns to the ALAEA Federal Office. If emailing, please put 'Virgin Tech Bargaining Agent' in the subject field and email to [NoelS@alaea.asn.au](mailto:NoelS@alaea.asn.au)

**NOEL SPEERS**  
**Industrial Officer**

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

*Workplace Relations Act 1996*

**INSTRUMENT OF APPOINTMENT OF BARGAINING AGENT  
IN RELATION TO AN EMPLOYEE COLLECTIVE AGREEMENT AND/OR  
INDIVIDUAL TRANSITIONAL EMPLOYMENT AGREEMENT**

To:

Virgin Tech Pty Ltd

83-87 Pandanus Avenue

Brisbane Airport QLD 4007

And

Any successor, assignee, transferee or purchaser of the abovementioned business or part of the business.

I, ..... of .....  
[Name of employee] [Address of employee]

....., hereby appoint the Australian Licenced Aircraft Engineers Association (ALAEA) to be my bargaining agent in relation to the making or variation of any Employee Collective Agreement made by some or all employees under the Workplace Relations Act 1996 or successor Act as varied from time to time

I also appoint the Australian Licenced Aircraft Engineers Association (ALAEA) as my bargaining agent in relation to the making, variation or termination of any Individual Transitional Employment Agreement (ITEA) under the Workplace Relations Act 1996 or successor Act as varied from time to time.

According to sub-section 335(3) or respectively sub-sections 334(2) and 334(3) service of this instrument of appointment upon you has the effect that you must not refuse to recognise the ALAEA as my duly appointed bargaining agent for the purposes of the making or variation of an employee collective agreement or the making, variation or termination of an ITEA.

The ALAEA is a duly qualified bargaining agent pursuant to Regulation 8.10 of the General Regulations for the Workplace Relations Act 1996.

These authorities endure unless and until revoked by me in writing or until my employment with the above employer ceases.

Signature of Employee.....

Date: .....