

QF: 062/2008

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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: ALAEA MEMBERS – QANTAS and FORSTAFF**

**RE: EBA UPDATE 10<sup>th</sup> JUNE**

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### This Week

At this stage it is planned that two meetings will take place with the airline. Tomorrow we will be sitting with CEO Geoff Dixon and the heads of the AMWU and AWU to discuss ongoing maintenance in Australia. The ACTU Secretary Jeff Lawrence will also be in attendance with a key talking point to be the rejection by ALAEA members in Heavy Maintenance facilities to agree to the inclusion of flexibilities in the next EBA.

On Thursday morning we will be conducting another EBA meeting with Senior Qantas managers. As has been already relayed to members, the atmosphere at the conclusion of the last meeting was positive in respect of the wishes of the parties to continue meeting. We are still on talking terms. When asked by the press in the last few days about the likelihood of the parties reaching agreement this week my normal response is that we are “hopeful” of an outcome.

What this means is that we “hope” Qantas comes to the table with some money. If management continue to refuse discussion around fair wages outcomes and continue to deny ALAEA members the opportunity to keep pace with inflation then it would be more than likely that our industrial campaign would be stepped up a notch over the coming weeks. Members should not “assume” that the airline is about to do anything other than hide behind the same brick wall that has blocked our path for the previous 18 months.

### Circumventing Bans

With overtime limitations causing havoc for Qantas planning departments it appears that management are coming up with creative ways for LAMEs to circumvent bans. These include rostering alterations that are not agreed with the ALAEA, working on aircraft without the relevant qualifications, working additional hours without claiming overtime or travelling to destinations on overtime.

95% of members are aware of the situation and either say No or contact the ALAEA for advice and then say No. Some 5% (or less) of members are still allowing themselves to be pushed around by managers and agreeing to situations that they know is damaging our campaign. Every time a LAME does something out of the ordinary it adds time to this dispute. In most cases managers are threatening LAMEs for taking unprotected industrial action when they exercise their legal rights. Whenever these words are used by

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

management ALAEA members should walk away and seek advice from the union head office. Our number is now 24 hours and help is never far away.

### **Hold Item Watch**

As explained at stop work meetings, we have been tracking the impact of overtime limitations through the course of this dispute. The data from the first 3 weeks is now at hand and the trend for aircraft hold items has steadily increased. The simple figures are below but it must be remembered by members that hold items are our indication of the backlog of work created because Qantas do not employ enough engineering staff. No company should be so understaffed that they rely so heavily on overtime in order to meet their maintenance obligations. This problem has been compounded by lack of tooling, lack of parts and unworkable procedures implemented by non LAME managers.

	734	738	767	743	744	330	Total
<b>Start</b>	63	296	105	51	163	74	<b>752</b>
<b>Week 1</b>	193	295	228	89	255	149	<b>1209</b>
<b>Week 2</b>	194	398	317	127	356	115	<b>1507</b>
<b>Week 3</b>	231	464	458	143	391	123	<b>1810</b>

### **Avalon Shift Changes**

It has been reported to the ALAEA by some members that Qantas LAMEs have been amending their shift start times on weekends to suit the Avalon Heavy maintenance facility to acquit additional maintenance. It was on ALAEA advice that these shift changes occurred to meet previous obligations contained within shift agreements and up until now these members have only worked on our advice.

The extended hours roster agreement contains provision for management to shift the start time to cover an aircraft that departs or arrives outside the normal hours of duty. When they do this 2 days notice needs to be given to Forstaff and Qantas personnel. Because the situation may lead to confusion surrounding the two roster agreements (Forstaff and Qantas) and whether or not an aircraft is genuinely planned to depart/arrive outside roster times or this has only been used as an excuse by management the following rules shall apply:

**Qantas Avalon members should seek advice from the ALAEA before any change to a start times takes place. Members should only agree with the change if written approval is given by the ALAEA President, Secretary or Assistant Secretary.**



**STEPHEN PURVINAS**  
Federal Secretary