

3 November 2008

QF: 094/2008



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## ❖ NOTICE ❖

**TO: ALL BASE MAINTENANCE 001 AND 117 STAFF**

**RE: 001 and 117 VOLUNTARY ROSTERED OVERTIME**

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The ALAEA and Qantas Engineering Management have met on several occasions to discuss ongoing difficulties faced by both sides and as part of an overall consultation process have committed to working together to address concerns (Refer notice 02 October 2008 attached, QF91/2008).

At these meetings the ALAEA Executive insisted that there needed to be vast and sweeping changes. For example, one area of concern has been type training of LAME's. The ALAEA insists that type training must be increased. Qantas put forward their position that labour must be freed up in order to increase training. In real terms the question for the ALAEA Executive to consider was what comes first, the chicken or the egg. To free up labour the backlog of maintenance must be reduced.

Following consultation with members and as part of this process, Base Maintenance Sydney will now be introducing a voluntary rostered overtime (VRO) trial. The trial will commence from Monday the 17<sup>th</sup> November and is anticipated to be in place for ten weeks with provision to extend for an additional ten weeks.

### ***How will the trial work?***

All crews will have two additional days rostered into their pattern each ten week cycle. These additional overtime days will be Monday and Wednesday dayshifts on the front of the normal shift block.

***EMPLOYEE OPT OUT:*** Opt out on any basis to be confirmed NO LESS THAN SEVEN DAYS prior to additional o/t day via email, telephone call or in person to the Base Maintenance Manpower Planner (9691 9159).

***EMPLOYEE OPT OUT:*** Opt out WITHIN SEVEN DAYS due personal circumstances including any family responsibilities to be made to the Duty Manpower Planner via telephone call to (9691 7117).

*Note: No sick certificate or Statutory Declaration required however the ALAEA would expect members to be diligent and professional as per normal custom and practice.*

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

**COMPANY OPT OUT:** The Company may opt out up to seven days prior to O/T day only.

The ALAEA supports the Base Maintenance (VRO) trial and anticipates a number of advantages for members in those cost centres including the ability to plan overtime in advance and fairer allocation of overtime. Participation is VOLUNTARY. Ad hoc overtime will exist as per previous custom and practice for overtime where required.

*Further details may be obtained via the ALAEA Office or by contacting Base Maintenance Representatives.*



**WAYNE VASTA**  
**FEDERAL SECRETARY (Acting)**