

20th November 2008



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❖ NOTICE ❖

TO: ALL MEMBERS

RE: TAMWORTH EASTERN EBA UPDATE

I've fielded a number of calls today from members regarding the EBA dispute currently underway at Eastern Tamworth. To refresh member's memories, our eight LAMEs at the facility have not had a wage rise in over 3 years, they are seeking less than the wage rises just received by LAMEs working for the parent company Qantas and management refuse to negotiate a fair wage package for them.

Tamworth LAMEs are now taking legally sanctioned industrial action by having full day work stoppages every Monday and Friday. They are only working 3 days per week and as a result are taking a 1/3 wage hit. Our Tamworth members have unanimously supported this position and will continue to work towards a fair resolution of the EBA claims. I was asked today about these members and whether they realise that they would now have lost more money than they ever intend to recover through a wage increase. This may be the case but what eight members in Tamworth do, affects all of us and each of them can be proud of what they are doing for our industry.

The Tamworth members have never made any move to step away from resolving their EBA claims and fully intend to exercise their legal right to continue supporting their fair wages claim by withdrawing their labour services. I don't want any of their families to go hungry. Money is currently available for them for assistance from left over funds remaining in accounts opened by Qantas LAMEs during their dispute. Any Tamworth member who is genuinely feeling the pinch over this dispute should call or text Qantas Councillor Frank Whittle on 0412 036 918 or 0437 890 652 and immediate assistance will be made available, no questions asked. At this stage no additional donations are required but the hat may be thrown around later on.

Approaches made to management to resolve the situation have been brushed aside. I sense that the Qantas IR team have made a conscious decision to get some runs on the board by picking on a small group of engineers who do not have the immediate ability to cause aircraft scheduling difficulties by withdrawing their labour. I am also aware that LAMEs have been underestimated in the past and will stick together in times of need. At this stage the management tactics appear to be based on an assumption that these members will tire from the PIA situation.

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

The Eastern fleet of Dash 8 aircraft are now starting to fall behind in their maintenance programs. As time moves on, there will be an ever increasing need for Eastern to source manpower in Tamworth or to shift work to other facilities. If this is not your normal job, you may be used by the airline as a strikebreaker if you accept roles that you were not employed for in the first place. You must continue to work as normal during this dispute.

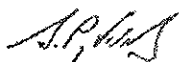
It is your personal decision whether or not due to your personal circumstances you should be available to travel or work overtime which does not form part of your normal duties.

Example - If you normally act as a strikebreaker by travelling to locations to undermine workers exercising Protected Industrial Action then you must continue to do this. If you were not employed to act as a strikebreaker then this is not part of your normal employment and there would be no obligation to say yes to this role. These principles apply whether you are a union member or not and I ask that ALAEA members show this notice to non-members so they cannot claim ignorance if they make the wrong decision.

Legally, the terms of your contracts do not give management the right to demand that you travel to other locations to act as a strikebreaker. In most cases, the strikebreaker role involves psychological impairment and you cannot be forced against your contract of employment to subject yourself to this form of injury. The order would not be a reasonable one.

Any LAME in this country has a right to hurt his fellow LAMEs by becoming a strikebreaker. On the day one crosses that line to undermine others, there will be ample support from managers who need you to help them. It is usually later at night when the support has gone and you are all alone that the shame of what has taken place kicks in and I have been in a few discussions with LAMEs who have crossed the line and in all cases, they have regretted their actions. Your decision will change your life.

Senior ALAEA Officials will be travelling to Tamworth in two weeks to meet with members. Times and locations will be finalised shortly.



STEVE PURVINAS
Federal Secretary