



# ❖ NOTICE ❖

**TO: FORSTAFF UNION MEMBERS**

**RE: FORSTAFF JOINT EBA UPDATE 24<sup>th</sup> APRIL 2009**

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On April 15 and 16 at meetings between Forstaff and the ALAEA and AWU negotiating team, an in-principle agreement was finalised. The unions armed with your completed survey forms, were able to achieve most of the key outcomes that members had identified. The in-principle Agreement, which will be explained to all ALAEA and AWU members at paid meetings to be held Thursday 30<sup>th</sup> April (1500 and 1600) and Friday 1<sup>st</sup> May 2009 (11-30am), contains the following key changes;

- 1. Compulsory Cross Utilization** – This clause from the previous offer has been completely removed and removes the opportunity for Forstaff to direct anyone to work for a period of time in Tullamarine.
- 2. Stand down beyond Forstaff's control** – This clause from the previous offer could allow Forstaff to stand staff down without pay if circumstances beyond Forstaff's control affected the business. The concern would surround aircraft delays caused by Qantas that could lead to loss of pay. This clause has been completely removed.
- 3. Annual leave 4 week notice** – The previous offer stipulated that leave would require 4 weeks notice unless mutually agreed for a shorter period. This clause has removed the 4 week notice requirement however Forstaff still retains its prerogative to decide if leave could be taken due to operational reasons.
- 4. \$1250 bonus** – The unions made clear there could be no Agreement without the bonus (particularly as this was the number 1 issue identified in the surveys). The bonus will now be paid if the Agreement is voted in favour and passed by the Workplace authority.
- 5. Parity provisions included** – The Agreement now reflects all the new wage and allowances that have increased following the changes to the respective Qantas Agreements.

In conclusion it is the view of the ALAEA and the AWU that this proposed Agreement represents the best outcome that can be achieved through negotiation. Moreover in consideration of the grim economic circumstances the unions are recommending a vote in favour of the Agreement to lock in the benefits.

**STEVE PURVINAS**  
ALAEA

Federal Secretary

**COLIN HEATH**  
AWU

Vic Vice President