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# ❖ NOTICE ❖

**TO: ALL MEMBERS**

**RE: WORKING FOR IASA**

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The ALAEA has received a growing number of complaints from members working for International Aviation Service Assistance (IASA). The complaints are varying in nature but seem to be following a general theme of management intimidation and non payment of superannuation, overtime and wages. The complaints include an AME who had his wages docked to pay for the excess on an insurance policy after an accident in the work vehicle.

In the worst example, a LAME member who had not been paid overtime for a number of months was stood down because he did not extend beyond his shift normal finish time. In this case the ALAEA attempted to represent our member and were told by the company Managing Director that –

*“IASA does not deal with unions. If you push the issue I will terminate him without pay.”*

He was sacked within a fortnight and his 457 visa revoked. In this case the ALAEA has issued direction to our legal advisors to commence an unlawful dismissal case. Additionally we will be seeking fines for the company breaching the Freedom of Association provisions of the Workplace Relations Act. A copy of an email sent by their Managing Director accompanies this notice.

Members working for IASA need to stick together now more than ever. A class action is soon to be lodged for the non payment of superannuation and overtime. Please contact the ALAEA if you would like to be included in this action to recover lost monies.

**STEVE PURVINAS**  
Federal Secretary

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

Dear Mr Purvinas,

First of all what I said it was: IASA has an employment agreement with xxxx not with the union, second regarding the second statement I said that so far xxxx didn't lost any of his benefits or rights so far considering that IASA only suspended him **with pay** in order to evaluate the malicious act of gross negligence act of abandoning an aircraft on ramp without informing his direct supervisors causing a high level of disruption to the airline and the possibility to our company lose the airline contract, which we can't see happen again.

This unfortunate case needs a deep evaluation from our company in order to evaluate if we could once again allow such individual to return to his previous functions (LAME), with enormous goodwill his suspension it was on good faith with pay in order to avoid unfairness towards the employee. However and I repeat what I said if is that why are you so upset we could consider the suspension without pay in order to make you happy.

However what is on Mr xxxx work agreement is that he has the rights to "At any stage you may seek help, assistance or representation from **a person** of your choice" and what I am saying is PLEASE SEND ME THE DULY RECOGNIZE APPOINTMENT DOCUMENT OF THAT PERSON and whatever you say an e-mail is not a legal document and special when is written by someone else... and considering that so far IASA already received the claim from **4 persons** that are clamming representing xxxx, IASA would need to see black in white a document appointing **a person** to represent him and then we or our company representatives will speak with that **person**, because as you might imagine we can't spend all day talking with people that claim to represent him to later on find out that they never been appointed by him to do such hard task.

I am not disputing the rights of ALAEA to represent its Australian LAME associated, but honestly for a genuine ALAEA responsible claiming that a non CASA LAME that just committed a case of gross negligence that could have extremely bad consequences, is a member of the ALAEA association triggers some suspicious, that once again makes your representation slightly doubtful, and actually brings this case to a different level of investigation of what it was in fact xxxx's walk away from Garuda aircraft about, which actually is aggravating and complicating our decision, this makes us believe that this case might needs to be elevated to a sabotage level and then we wouldn't have any other alternative then be forced to turn it to the Federal Police for a deeper investigation.

Thank you for your understanding.

Mario Fialho  
Managing Director  
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