

9th June 2009



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❖ NOTICE ❖

TO: QANTASLINK SUNSTATE MEMBERS

RE: UPCOMING EBA NEGOTIATIONS

ALAEA Officials have held a membership meeting in Brisbane to consider matters that will shortly be under discussion between the parties with regards to a new wage Agreement that is due on 1 July 2009. A log of claims has been compiled based on the feedback at this meeting and preparations are underway to commence a campaign, that will deliver what we say are well earned and overdue outcomes for our Sunstate members. The claims will be served on the company when the first negotiation meeting occurs.

It is expected that Sunstate will object to some items on the list but we are hopeful that they acknowledge the fact that many of these claims, will only lift the wages and conditions of their employees to widely held industry standards. The ALAEA will set a timeframe for negotiations at the first meeting that should see an in-principle agreement reached by no later than the 31st of August 2009. Beyond this time support of our claims may require some form of Industrial pressure from ALAEA members.

In the event that this pressure is required, it is imperative that all persons employed by Sunstate as an Engineer join the ALAEA now to ensure that they have their say in the negotiations and can legally take part in any required protected Industrial action. Members are reminded that Industrial campaigns are often protracted and during these periods Engineers can be placed in awkward positions by management who become stretched for manpower and unable to meet aircraft flying schedules. This was none more evident than the recent campaign by the good members of Eastern Tamworth who were constantly in touch with our office for support during their dispute.

Members are reminded that strict compliance with company procedures and CASA regulations should apply at all times. Members should record and forward to our office any breach of these provisions paying particular attention to –

- work that is signed out of category
- verbal reports of maintenance at outstations by tech crew
- trades assistants carrying out engineering functions including aircraft receipt and dispatch
- using the appropriate number of wing walkers for all aircraft movements
- lack of appropriate supervision


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

Your negotiations will be headed by ALAEA Industrial Officer Noel Speers and Assistant Federal Secretary Wayne Vasta, Qantas Regional's Councilor Dave Taylor will assist where possible along with Sunstate Rep Michael Regan. The Federal Secretary and President will watch from a distance and assist where required. We will also require one other member to assist and interested persons should discuss the option with Michael.

The Sunstate log of claims includes

1. 5% pa wage increases
2. 3 year agreement from 1 July 2009
3. Employer super contribution of 10% minimum
4. Overhaul of graded wage structure
5. Improved redundancy provisions
6. Transfer/relocation provisions to be included in EBA
7. Side letters to be incorporated in EBA
8. Dispute settlement provisions without reference to XPT court case
9. An additional weeks leave for Permanent night shift employees
10. A review of higher duties allowances
11. Q400 taxi approval payment
12. Laundry card

A number of other matters of interest were discussed at the meeting that we say should be progressed outside the realms of the EBA. The first item of importance I note would be the payment of wages on a wage averaged basis. The ALAEA will write to Sunstate separately from EBA discussions seeking provision for averaging provisions to be made available as part of the currently agreed extended hours roster. Wage averaging is a concept that has been widely implemented across other parts of the Qantas group and is cost neutral for the company. Should the airline reject this reasonable request it would be a matter for members to decide if continuation on the extended hours roster would be acceptable.



STEVE PURVINAS
Federal Secretary