

9th June 2009



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❖ NOTICE ❖

TO: QANTASLINK EASTERN MEMBERS

RE: UPCOMING EBA NEGOTIATIONS

ALAEA Officials have held a membership meeting in Sydney 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 Eastern members. The claims will be served on the company when the first negotiation meeting occurs.

It is expected that Eastern will object to some items on the list but we are hopeful that Eastern 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 Eastern 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 Eastern Sydney reps Greg Cooper and Lee Rushworth. The Federal Secretary and President will watch from a distance and assist where required.

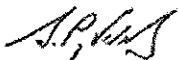
The Eastern log of claims includes

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. Cat 3 radio ops payment
11. Q400 taxi approval payment
12. Laundry card

With company structural changes currently underway it would also in our view be appropriate for the Melbourne and Canberra Engineers to be covered by the Agreement.

The ALAEA have also been asked whether LAMEs can be forced to do Q400 transit approval training. We have reviewed your existing wage agreement and clause 21 places on obligation for all engineers to make themselves available for training on aircraft operated, serviced or maintained by Eastern. We recommend members make themselves available for the training. There is no obligation however within the EBA for engineers to apply for qualifications for transit approvals on these aircraft.

In line with ALAEA policy we recommend members not apply for Q400 transit approvals unless they are already Q400 Avionics Type trained or have a written commitment from the company for a Q400 Type course in the coming 12 months. The ALAEA does not support half baked transit licences as a long term solution to under training on Australian aircraft and considers over use of these approvals as a safety risk to our members and the travelling public. We insist that ALAEA members strictly adhere to this policy and report any breaches to the ALAEA office for referral to the Federal Executive.



STEVE PURVINAS
Federal Secretary