



HAWKER PACIFIC – SALE MEMBERS NOTICE

From the ALAEA and the AMWU
2009

10th August

On July 29/30 union representatives met with Hawker Pacific management to discuss the development of a proposal for an enterprise agreement for East Sale. Bill Gross (AMWU) and Mark Cotterill (ALAEA) attended as employee representatives. Noel Speers (ALAEA) and Jody Betzien (AMWU) attended from the respective unions. This meeting is the second to occur to explore options for the development of an agreement to replace the existing AWA's and ITEAs

The company has put on the table for discussion on a “without prejudice” basis a number of improvements in comparison to the existing employment arrangements.

The main items are:

- An agreement running until approximately mid 2011.
- Increases in some allowance (Per Diem \$90, Meal \$9.60, First Aid \$13.30, Personal Vehicle 80 cents p/km)
- Increased crew leader allowance (from \$3800 p/year to \$5000)
- Call back - payment at double time (minimum of 2 hours)
- Introduction of a requirement to consult with employees.
- A procedure for Dispute Settlement
- Public holidays - paid at double time and a half (minimum of 4 hours)
- Weekend work
 - Hours worked on Saturdays (where not part of ordinary hours of work) time and a half for the first 2 hours and double time there after
 - Hours worked on Sundays (where not part of ordinary hours of work) - double time for a minimum and 4 hours.

A couple of key issues remain outstanding. These include:

- Compensation for short notice rescue call outs and time spent away from home.
- The classification structure and the base rates of pay for each classification

The issue of the classification structure and rates of pay is an issue of particular concern. The company has expressed a preference for an agreement that sets a "safety net rate" but individual rates are negotiated by agreement with the company. The preference expressed by the union representatives at the meeting was for a form of graded structure that recognises various skills, experience and time served with the company.

A report back meeting by the unions is scheduled for **2.30pm Tuesday August 11th** to enable union representatives to address employees about the discussions so far. This will be an opportunity for members to provide feedback on the issues above and agree on the next steps.

The next EBA meeting with the Company is scheduled to occur at **Bankstown on 31 August/1 September 2009.**

Leave in Lieu policy

This issue of the recent changes to the accrual and use of leave in lieu was also discussed at the meeting. Mark and Bill reported that members were unhappy with the changes and in particular the failure of the company to consult with employees.

In response the company has agreed to amend the policy to allow for the accrual of up to 76 hours maximum (increase from 50 hours). They also agreed to add a provision to enable employees to make requests for arrangements that differ from the policy (for example using leave in lieu during the annual shut down).

Authorised by: Steve Purvinas (Australian Licensed Aircraft Engineers Association) and Glenn Thompson (Australian Manufacturing Workers' Union)