

20th August 2009



25 Stoney Creek Rd Bexley 2207 NSW
Ph: (02) 9554 9399 Fax: (02) 9554 9644
Email: alaea@alaea.asn.au
Web: www.alaea.asn.au
ABN: 84 234 747 620

❖ NOTICE ❖

TO: ALL MEMBERS

RE: SKYWEST PIA AND ROSTERING UPDATE

Members are advised that the ballot to take Protected Industrial Action at SkyWest has been successful. 39 out of 46 members (85%) returned a ballot paper and every single member voted in favour of taking Protected Industrial Action. The actions can be overtime bans and limitations, restrictions on travelling for work, stop work meetings, work stoppages of up to 2 days and higher duties bans.

The approved action must commence within 30 days from the day the ballot result was announced (12 August) and as would be expected with the above result, the hardest job for our office now will be to convince members that we should hold off on the taking of action until the back end of the 30 day period. Since the 12th, substantial ground has already been made during negotiations and several meetings are planned over the coming week. The ALAEA consider there to be a reasonable chance that a fair wages and conditions outcome will be negotiated in this period. It is no coincidence that the changed approach to negotiations by management has coincided with the extremely clear message sent to them by the ballot itself.

Today the ALAEA were informed that members have been directed to change their start time on their first 2 shifts in the cycle to 0430 starts. Under no circumstance should a 0430 start be worked unless the additional time is overtime. The current agreed roster contained within the 2006 SkyWest Agreement contains the following words -

13.2 The shift pattern will be an 8 week rotating cycle of 2 days and 2 nights, 4 RDO's.

The history and formation of the SkyWest roster and subsequent aggregate wage as illustrated in the 2001 Agreement which shows that the only start times that would be considered day work would be-

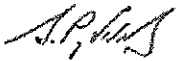
16.3.1 Early morning shift means a shift which commences not earlier than 0500 but prior to 0600.

16.3.2 Day shift means a shift which commences at 0600 or later but finishes at or before 1800.

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

A shift starting earlier than 0500 is technically a night shift and if agreed would attract night shift penalty rates. It is currently not agreed and has been the subject of some discussion during EBA meetings. If any subsequent change to the existing agreed roster is made, it will only occur if appropriate compensation is received and the change is fully endorsed by SkyWest Engineers. Working the earlier start as a favour to SkyWest undermines our negotiation position.

When the aggregate wage was developed only early morning shift rates were incorporated into the wage and it has been agreed by the company that your shift will be 2 days and 2 nights. By working a 0430 start now, employees and SkyWest would be in breach of the current agreement by working 4 consecutive night shifts. The best action members can take at this point in time is to demand SkyWest honour its existing EBA commitments and not work regular shifts commencing at 0430.



STEVE PURVINAS
Federal Secretary