

24<sup>th</sup> August 2009



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

# ❖ NOTICE ❖

**TO: FORSTAFF MEMBERS**

**RE: COMPULSORY STAND DOWNS**

---

Over the first half of 2009, members will have noted a dramatic increase in the use of compulsory stand down at Avalon for Forstaff employees. Although the existing and previous Forstaff EBA's have always contained provision for management to use this flexibility, there are some steps that must be taken by management prior to the use of stand down. The previous agreements required consultation with the ALAEA before its use, the new agreement contains the following provision –

*These hours shall be held separately and may only be used for legitimate purposes, following consultation with the employees and when requested by an employee(s) a representative of their choosing which may include a union representative.*

The ALAEA were alarmed recently when a number of members demanded consultation regarding stand down. They were told by Forstaff that there was not enough time to consult the ALAEA about the situation and they refused to explain what they had done to minimise the need to use this form of leave. Without the ALAEA being nominated as the representative for this purpose, the door was open for Forstaff to do as they pleased. The ALAEA has developed a form for members to sign that pre-nominates the ALAEA as the appointed union for the purpose of this consultation. We recommend all members sign this form (copy attached) and return as soon as possible to your ALAEA Representative. It is expected that Forstaff will continue to abuse compulsory provisions and that FWA may need to intervene. This form provides our authority to represent you should the need arise. If you have signed this form, compulsory stand down should not be accepted until we have advised that consultation has occurred.

Ultimately, the stand down provision does exist and it will continue to be used. We are taking all steps to ensure that all other avenues have been exhausted before it can be enacted but the only way to stamp out this abuse entirely will be the removal of the compulsory stand down provisions during the next Enterprise Agreement discussions. The ALAEA considers this matter to be the number one issue facing Forstaff members today and we look forward to a united push to drive out the clause when discussions for a new agreement open in 18 months time.

**STEVE PURVINAS**  
Federal Secretary

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

**TO: PETER MELHUIISH**

**RE: COMPULSARY STAND DOWNS AT AVALON**

---

Dear Peter,

I, \_\_\_\_\_ Forstaff employee number \_\_\_\_\_

advise that I appoint the Australian Licenced Aircraft Engineers Association to act on my behalf for the purposes of consultation on compulsory stand down IAW Jobs Australia (Aircraft Maintenance and Refurbishment) Avalon Site Agreement 5 clause 10.3.2.3.

From this day forth or until advised otherwise, when Forstaff wish to invoke compulsory stand down, I will accept my nomination for this purpose only after the ALAEA advises me that consultation has taken place and that the stand down is for a legitimate purpose.

If consultation has not taken place, I will consider the requirements to enact compulsory stand down to have not been met. I will continue to present for work as normal and expect to be paid as such with no deduction of time from my overtime banks.

(*sign*) \_\_\_\_\_ (*date*) \_\_\_\_\_