

17<sup>th</sup> Sept 2009



# ❖ NOTICE ❖

**TO: IASA MEMBERS**

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**RE: EMPLOYMENT CONTRACTS**

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Members are advised that the ALAEA have been discussing with the Workplace Ombudsman some anomalies regarding employment contracts for two members. It appears that the ITEAs that were signed by the members when initially employed have not been passed by the Workplace Authority making the contracts invalid.

When a contract is rejected, the Authority sends letters to both employer and employee stating the reasons for the rejection. A timeframe is then given for the parties to rectify the errors. In the two cases so far noted, our members were not forwarded the advice from the Authority as it was sent to IASA head office instead. We are informed that on one occasion our member had no idea that his contract was not valid and IASA may have not taken corrective action to remedy the defect.

In the other case, it is alleged our member was informed by IASA that the contract had been rejected because there was a problem with the training bond section. It appears that the ITEA was then changed and re-lodged without the knowledge or permission of the employee. The official Government form stating the reason for rejection was not given to our member. When it was obtained from the Workplace Authority some time later, the actual reason for rejection was that his wage within the contract was below the Industry Award rate.

The ALAEA suspects that many IASA members maybe currently working without a valid contract (ITEA) due to incorrect lodgement or wages that are too low. Any member who would like help to ascertain whether their contract has been lodged, whether the version that is lodged is the same as the one signed, whether it is valid and what can be done to correct any problems should send a brief email to [fedsec@alaea.asn.au](mailto:fedsec@alaea.asn.au) and we can get the ball rolling.

A formal group complaint may be lodged shortly that may see IASA prosecuted for breaches of the Fair Work Act and/or its predecessor the Workplace relations Act.

Any LAMEs working for IASA who are not yet members of the ALAEA should consider joining as soon as possible.

**STEVE PURVINAS**  
Federal Secretary

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