



JOHN HOLLAND AVIATION SERVICES

From the ALAEA and the AMWU

18 September 2009

On the 17th September, AMWU and ALAEA officials exercised Right of Entry (ROE) under the Fair Work Act 2009, to speak with workers at John Holland Aviation Services (JHAS) – Tullamarine. The meeting, arranged jointly by the unions, was to hold discussions with employees concerning problems with shift patterns and rosters.

Members have expressed strong concerns about these issues. We know for example that often workers are given very short notice of shift changes via text message. This unpredictability has a big impact on family life. Employees have expressed frustration with the way management “consult” about rosters. We are also aware that a recent round of redundancies raised job security fears among the workforce.

The AMWU & the ALAEA having been working together cooperatively over the past 12 months to progress these matters. John Holland management on 17 September escorted union officials to a conference room next to the manager’s offices. Despite managers hovering around the doorway **40 employees** turned up. There were so many people in the small meeting room that they could not all fit in spilling out into the hallway!

John Holland employees have demonstrated that they want their unions on site and involved in resolving workplace issues. At the meeting two new workplace union delegates were also elected to represent non-Licensed employees.

Workers at JHAS demonstrated real commitment, acting collectively to support each other by attending the meeting on mass. We estimate that approximately 50% of people in attendance at this

meeting were non-union members interested in listening to and joining the respective unions.

Your unions spoke to employees about plans to addressing concerns about shift patterns and roster patters and the possibilities & processes to pursue these issues in Fair Work Australia (previously the Commission).

The meeting should be considered a victory for workers at JHAS. The tide is turning! Union members & other employees are making a clear decision – they are standing up and working together. The meeting closed with a loud applause to ensure that every manager could hear that workers at JHAS want change.

Your unions also relayed to management at the end of the meeting, that the small meeting room is no longer suitable for holding discussions with employees, as not everyone could fit in and a larger room was required next time.

The AMWU & ALAEA congratulate union & non-union members for their courage and participation at this historical meeting. Both Unions continue to grow their membership at JHAS. There is strength in numbers.

The AMWU & ALAEA will be back on site in the near future to hold further discussions with employees.

For further information please contact AMWU National Industrial Officer Jody Betzien 0418 691 403 jody.betzien@amwu.asn.au for non-Licensed employees and ALAEA National Union Organiser-Brad Stewart 0419 691 172 brads@alaea.asn.au for Licenced employees & Supervisors.

Authorised by; AMWU Assistant National Secretary-Glenn Thompson & ALAEA-Federal Secretary-Steve Purvinas