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# ❖ NOTICE ❖

**TO: VIRGIN MEMBERS**

## **RE: ENTERPRISE AGREEMENT MEETING UPDATE 2**

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On Monday the 21<sup>st</sup> of September, an ALAEA delegation held the second formal Enterprise Agreement meeting with Virgin Management. The ALAEA Federal Secretary led the discussions along with Federal Executive member Mike Watson, and wage negotiation committee members Andy Curtis, Wayne Cail, Paul Kennedy and Peter Walker. For future meetings it is planned that we have 4-5 Virgin Tech committee members present as your voice and our guidance on important matters that form part of the discussions.

From the outset, we made it clear that the timeframe previously mentioned by management of 12-18 months was unacceptable. The ALAEA demanded weekly meetings with a view to wrapping the process up by Christmas. We suspect that Virgin wish to extend the process whilst dedicating HR resources to the elimination of many LAME functions such as R/D, the introduction of part licences, a B scale for new employees and a round of performance based "annual wage reviews". The changes slated by management may see a growing amount of nightshift for LAMEs and possible redundancies with A scale employees the prime target due to a larger pay packet than newer employees.

Although the ALAEA log of claims was presented in full 3 weeks ago, Virgin were keen for other unions to have time to prepare and present their claims. The only other union who attended the meeting was the AMWU with one official who needs a few weeks to consult his membership. Virgin then claimed that they need a few weeks to cost the claims of both parties before they can respond. The full Virgin response will take place in 5 weeks time which we say confirms our suspicions that they have no intention on resolving the Enterprise Agreement in the near future.

Virgin however has committed to the release of members and travel where required to attend future meetings and post 26<sup>th</sup> October have pencilled in a number of meeting dates on a near weekly basis. When we do finally get a response to our claims, there is no guarantee we will get a yes for any of them.

A short SMS message was sent out on Tuesday night to our entire member's mobile numbers as registered on the ALAEA database. If you did not receive the message it is most likely that an old number is held on file at the ALAEA. If you missed the message can you please SMS your current mobile number and name to 0458 277 346 so we can update our records. The next few weeks should be a little quiet with both parties preparing their positions but it is

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

expected that instant messaging updates will be a valuable tool for all Virgin ALAEA members to keep in touch.

The ALAEA have now had time to fully review the company roadshow titled – “Moving Forward September 2009”. From discussions had with many members it is clear that the presentation has been viewed with suspicion by most. It is unusual for a company to effectively present their “wish list” to the workforce and declare that the changes they desire will happen. It is normal for drastic changes as presented to be discussed with relevant unions/stake holders prior to changes being implemented or as part of efficiencies that deliver above CPI wage increases during EBA wage discussions.

Virgin would like their employees to think that everything that Virgin desire is a fait accompli and that all employees are part of a big family where everyone must accept change that may or may not be for the better. According to Virgin, the sky is always falling in and they may continue to attack your job security under the mask of a program known as “maximising performance” regardless of how it affects you personally. Virgin Engineers deserve a say in their future and the sugar coated dictatorship will continue if allowed. The real affect of some things on the Virgin wish list and how it could impact on you are explained below.

**Cat A licences** – This is not a stepping stone for AMEs, it is the end of the road for them. It will drive LAMEs off tarmacs and increase nightshift.

**Annual performance wage reviews** – Will give power to managers to discriminate against LAMEs who question poor practices and reward the “yes men” who do as they are told regardless of the implications.

**New lower level paid LAMEs** – Puts a price on the head of the originals. Remembering also that one day, the new will outnumber the old.

**3% increase from October 2009** – Delivers a 6 month wage freeze and below average rise this October. Our claim remains reasonable at the national average 4% pa from April 2009.

**R/D work to baggage handlers** – Will lead to more nightshift, less job security and reduced safety on Virgin flights (has already caused two incidents out of Perth where damage was unnoticed). Our claim is for the retention of all existing job functions.

The ALAEA has been and is preparing to get the best result possible for ALAEA members. We intend to deliver job security, reward for additional responsibility and fair wages in line with national standards. This won't happen if the Virgin Engineers are splintered in their actions or reluctant to follow ALAEA advice. Please give any assistance needed to your committee members and remember to remain united over the coming negotiation period.



STEVE PURVINAS  
Federal Secretary