

6th October 2009



❖ NOTICE ❖

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TO: FORSTAFF MEMBERS

RE: STAND DOWN CONSULTATION

The ALAEA and Forstaff have spent a couple of sessions before Fair Work Australia regarding the operation of the Compulsory stand down bank for Forstaff employees working at Avalon. The application was first brought before the Commission in March when we complained that stand downs were being ordered without prior consultation. The parties were advised to go off and negotiate a protocol to be put in place regarding the process.

Over the course of 3 months and numerous meetings, no progress was made and stand downs continued to occur without this important step. The ALAEA recently had over 200 members sign an authorisation form appointing us as the nominated union for the pre stand down consultation. With the forms in place and the declaration by members that they would not accept stand down until the union had carried out the consultation, added pressure was placed on the company to agree to a protocol.

The ALAEA made it clear to the Commissioner that it was not the objective of our union to hide every time stand down was impending but we did demand consultation at reasonable times so we could verify that other alternatives had been explored, that the stand downs were evenly spread and training that could take place was being scheduled.

Yesterday final agreement was reached before the Commission and a copy of that Agreement is attached. Members selected to be stood down should accept the stand down on the assumption that this Agreement has been adhered to by all parties. If members become aware of any occurrence of stand down at short notice where the ALAEA has not been contacted, they should immediately contact our office and the matter will again be listed for determination by Fair Work Australia.

STEVE PURVINAS
Federal Secretary

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



Fair Work
Australia

AGREEMENT

Workplace Relations Act 1996

s.170LW - pre-reform Act - Application for settlement of dispute (certified agreement)

The Australian Licenced Aircraft Engineers Association

v

Forstaff Aviation Pty Ltd

(C2009/2339)

**JOBS AUSTRALIA (AIRCRAFT MAINTENANCE AND
REFURBISHMENT) AVALON SITE AGREEMENT IV**
(ODN AG2003/7619) [AG828519]

Airline operations

SENIOR DEPUTY PRESIDENT KAUFMAN

MELBOURNE, 5 OCTOBER 2009

Alleged dispute in relation to the repeated standing down of employees without consultation.

In the event of a potential stand down occurring, the following procedure shall take place:

1. When Qantas calls Forstaff to inform of a shortage of work that may require stand down of staff, Forstaff will immediately inform Qantas that under the terms of its enterprise agreement it must have prior consultation with the ALAEA. Forstaff will inform Qantas that it will call back in 15 minutes so that an ALAEA representative can be involved in the discussions.
2.
 - a. If this occurs during business hours of 9am – 5pm Monday – Friday (excluding public holidays), Forstaff will immediately call the ALAEA head office to inform the ALAEA that Qantas has contacted Forstaff to discuss the issue of a potential stand down and that a telephone conference is to take place.
 - b. If this occurs out of hours between 6 – 9am or 5pm – midnight Monday to Friday, or between 6am and midnight on weekends and public holidays, Forstaff will immediately send a text message to the three numbers provided

by the ALAEA to inform the ALAEA that Qantas has contacted Forstaff to discuss the issue of a potential stand down and that a telephone conference is to take place. An ALAEA representative will be required to call Forstaff within 15 minutes in order to take part in the telephone conference.

- c. The steps in 2a and 2b above will not occur between midnight and 6am on any given day. In such cases, consultation will occur directly between the ALAEA and Forstaff as soon as is practicable after 6am.
3. Forstaff will return the call from Qantas after 15 minutes to discuss the issue. The ALAEA representative will also be included in the call. If the ALAEA is not able to be contacted or does not respond to the text messages, Forstaff may discuss the issues directly with Qantas in the absence of the ALAEA.
4. This agreement will be reviewed by the parties six months after it comes into operation. The agreement will remain in place until either party terminates the agreement by giving two weeks' notice to the other party.



SENIOR DEPUTY PRESIDENT