

5th November 2009



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❖ NOTICE ❖

TO: VIRGIN MEMBERS

RE: ENTERPRISE AGREEMENT UPDATE 7

After the dramas of last week and the request by Virgin that we sign a media gag before a response would be given to our log of claims, the meeting this week was cordial, progressive and constructive. The ALAEA have not given a commitment to restrain our media activity.

The company commenced by advising us of their full log of claims. They are –

1. Permanent nightshift allowance to be paid on actual performance of Permanent nightshift duties. (still trying to establish what this claim means)
2. The introduction of pay scales and bands for the various classifications.
3. Payment of salary on a monthly basis.
4. Future increases to be offset by measurable initiatives.
5. Salaries to be all inclusive (annualised or aggregate as is currently the case).
6. Hours 2080 per annum.
7. A training bond.
8. Overnight allowances to be replaced by reasonable receipted expense claims.
9. A new classification for minor port or station Engineer role.
10. Split shifts where agreed by those involved as being appropriate.
11. Inclusion of all employment types (full-time, casual, part-time).
12. New Trades Assistant (TA) and Aircraft Mechanic (AM) categories.
13. Agreement about flexible terms around structure of work and application of Agreement.
14. Commitment to job security.

We then went to discussion around the ALAEA and AMWU claims. The company has sought further information on many of our claims which will be presented at next week's meeting. What has become clear is that a number of our claims will merge somewhat with the company claim.

For example the ALAEA has no problem with renaming of the minor port or Station Engineer role but would seek to lock in the ports where this applies and ensure that the small port on call allowance of \$5200 was incorporated into the salary for persons in that position.

Although the process will take some time, ALAEA feedback meetings in Syd, Bne and Mel will continue over the coming weeks. At the conclusion of those meetings, phone conferences will take place with members from other ports. My apologies to members from other cities but it is just impossible to be in two places at once to cover the various crews.

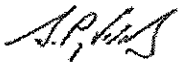
"To undertake supervise and certify for the safety of all who fly."

A number of matters related to the negotiations will require direction from members. We are developing a survey for you all that will give our committee direction during these negotiations. The result of this survey will not be made public but the actions of the ALAEA committee and office will be consistent with the result of all member feedback.

A number of members have contacted the ALAEA seeking advice on individual contracts that have been offered for higher positions such as AMEs being offered LAME positions. Each of these has been considered on a case by case basis and any member in that position should immediately contact the ALAEA or forward a copy of the document you have been asked to sign to the ALAEA fax number.

Having one cordial meeting with Virgin does not guarantee that any of our claims will be successful. Negotiations will continue in good faith as we move closer to an Agreement with each meeting. The process does take a reasonable period of time and the best case scenario if things go well could see an Agreement entered by February next year. If things do move off the rails again that timeframe will blow out and we must be prepared to take any action necessary to remind Virgin about the value of a highly skilled and qualified workforce of Aircraft Engineers.

One matter that was discussed by our committee this week was the growing reluctance of pilots to write defects into minor ports due to minimal licence coverage. I understand that many of these defects are being nominated by Tech Crew as being non airworthiness (NADs) when they do require maintenance attention. If you come across any defects that should have been noted into the minor ports but had been held back for a bigger city, we ask that you make a copy of the log entry and forward a confidential copy of the breach to the ALAEA.



STEVE PURVINAS
Federal Secretary