

24 November 2009



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❖ NOTICE ❖

TO: ALAEA MEMBERS – FORSTAFF AVIATION

**RE: EXPRESSIONS of INTEREST SCAFFOLDING TICKET-
INTERMEDIATE LEVEL**

The ALAEA at a meeting with management 20 November 2009, raised the matter of a scaffolding allowance to be paid to members for Scaffolding Ticket-Intermediate Level.

Forstaff management are attempting to ascertain what constitutes an appropriate allowance for this position from Qantas. As of 20 November 2009, this information concerning the appropriate rate for the allowance was unavailable.

Accordingly, the ALAEA strongly advises that until an agreed rate for the allowance concerning this issue is made available to the ALAEA in writing by Forstaff, that ALAEA members do not participate in any training for scaffolding or scaffolding activities relating to this level. Should members agree to participate in the necessary training, as well as work on scaffolding prior to an agreed allowance being reached with the ALAEA, you are at risk of not being paid for the scaffolding ticket. This could be legally deemed as altering your employment contract, to perform that nature of work for free to Forstaff with no payment of the allowance to yourself. Do you want to work for free?

Members that have expressed an interest in training should withdraw immediately.

The ALAEA advises that if you are pressured to engage in the training necessary to perform scaffolding work, prior to a rate being reached with the ALAEA, to seek assistance from your Councillors or Reps to invoke the Disputes Avoidance and Settlement Procedure (DAASP) in Clause 21 of EBA 5. Upon invoking the DAASP in EBA 5, you are then protected by the Fair Work Act 2009 (FWA 2009), from being pressured because you are in the DAASP process relating to a specific matter. If Forstaff were to do the above it may be determined as "Adverse Actions" under FWA 2009. There are potentially serious consequences for Adverse Actions against employees by employers under FWA 2009.

Brad Stewart
National Union Organiser

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



Expressions of Interest

Scaffolding Ticket - Intermediate level

Avalon Heavy Maintenance has decided to develop an in-house scaffold capability for the daily modifications and adjustments of scaffold within Hangars 5 & 6 in line with other QANTAS Heavy Maintenance facilities.

Applications are invited from Forstaff personnel who desire to undertake training in order to obtain an:

Intermediate Scaffolding Ticket.

This training course will be conducted at the Victorian University located at Werribee and runs over Nine days.

Please Note:

1. The 1st course has been scheduled to commence on 7 December 2009.
2. These positions will operate on the same basis as First Aiders in that the additional duties are extra to normal duties and will need to be carried out as required.
3. An appropriate allowance will be paid for this position.
4. Written applications are to be submitted to the Forstaff Office prior to the closing date.

Closing Date for Applications

End of Shift 23 November 2009.

Bill Beggs
Forstaff Training and Development Coordinator