

16th March 2010

QF005/2010



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❖ NOTICE ❖

TO: QANTAS LAMES AND FORSTAFF MEMBERS

RE: ENTERPRISE AGREEMENT NEGOTIATION PREPARATION

I think most members will agree that it only seems like yesterday when Qantas LAMEs were standing up for their rights to secure a fair wages and conditions package and Forstaff members were rejecting unfair changes to their EBA that could have seen them sent up the highway to Tulla to work as strike-breakers. The Qantas LAME Agreement expires at the end of this year and the Forstaff Agreement in the middle of 2011. In most cases EBA's which are now called Enterprise Agreements (EA's) are settled well after the expiry dates with members usually threatened with the loss of backpay. Our combined Qantas-Forstaff membership comprises 2/3 of ALAEA membership and we say that nothing will assist us more in negotiating new Agreements in both work groups than early preparation. Our process will commence from now.

In most cases when discussions commence the parties put their claims on the table, discuss them for several months, disagree on most claims, agree to a couple and then start thinking about the words that will be used in the document itself. The time consuming part is getting the final words right and at times it can take a full day to settle on one of the 40 or so clauses in the document. This time we plan to do things differently.

Over the next 3 weeks we will be seeking your ideas and thoughts on things you would like to see in your next wage and conditions Agreement. A combined Qantas-Forstaff team of ALAEA Executives will then take that information and give a general direction to the ALAEA staff and myself so we can make the necessary preparations to achieve the best outcome. In order to do so we will be taking your current EBA's, amending them to suit our requirements and changes made by the Fair Work Act and National Employment Standards and having those documents ready to drop on the negotiation table on day one.

Generally, the Federal Executive has already carried a number of motions regarding the place that we feel Forstaff Aviation holds in our industry. Since the closure of Sydney Heavy Maintenance, Avalon has become Qantas's largest MRO. Forstaff employees benefit directly from wage outcomes at Qantas via a parity clause in the EBA however there are other sections of the Forstaff EBA that provide lesser conditions to that of Qantas employees. Our aim is to one day have Forstaff employees directly hired by Qantas. In order to do so we think it important to bridge the gap between the wage Agreements so it becomes more attractive for Qantas to make this important transmission. Having said this, we see it as equally important that input and information between our Forstaff Councilors and Qantas counterparts be equal and shared in order to achieve a goal that will benefit all.

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

A survey will be included on the last page of this notice. Members are encouraged to complete the survey once and fax it to our office by the 7th of April. We have included a bottom section for your name and signature but this part will be removed by our office staff prior to the Federal Executive members perusing the results. The bottom section will be used to update member's records. Some info below will help members complete the survey.

The difference between wages and conditions

Wages are not confined to the percentage based outcome of EA discussions. In our case it also includes the grading structures, licence payment arrangements, overtime, payments for higher duties, living away from home allowances and any other clause that refers explicitly to a monetary outcome.

Conditions include most of the other terms in the Agreement such as annual leave arrangements, sick leave provisions, rosters, salary sacrificing, job security clauses, redundancy arrangements, consultative mechanisms for workplace change, jury service and staff travel.

What can go in an enterprise Agreement

Almost anything can be defined in an Enterprise Agreement that relates to the Employer-Employee relationship or the relationship between the Employer and the union representing Employees. We often find that we sit at the negotiation table and management claim that matters such as staff travel are not part of the Agreement because they appear in company policy. Staff travel and any policy such as Drug and Alcohol can appear in the EA, it's just that management do not want it to so they can change it at their will. Staff travel cannot appear in the Forstaff Agreement because the Employer does not run an airline however as an alternative we could demand that Forstaff provide free trips or come to an arrangement with an airline (Qantas) to provide discount travel.

Lifestyle – Wages balance

Attaining a fair outcome during negotiations will be measured differently by all parties. Often companies and the Employees will go straight to the percentage based wages outcome to see how successful they were. Sometimes it is important to go beyond the dollar outcome and think about the end result after a 40 year career. Matters such as time away from work, job satisfaction and security should be looked upon with equal importance. Qantas LAMEs led the way to break through the 3% wages barrier; the result flowed directly on to other unions and Forstaff employees through parity clauses. Many of the tools that Qantas used to run their campaign of buggery remain unchanged and it may just be that a higher importance is placed in the upcoming negotiations to claw back the tools of buggery and make the lifestyle over the length of a career more enjoyable.

PIA or negotiated outcome?

That decision is ultimately up to the company we are dealing with. It is always preferable to have a smooth set of negotiations and an outcome without complications. If matters turn to dispute, it will be more likely that the members of the ALAEA will place a higher price on the outcome to overcome the pain it took to get there in the first place. We will be giving Qantas and Forstaff ample opportunity to obtain a negotiated outcome before we even consider PIA



STEVE PURVINAS
Federal Secretary

2010 Qantas LAME – Forstaff EA Survey

Please only circle one option to the following questions

I am employed by **Qantas** or **Forstaff**I work in **Heavy Maintenance** or **Line Maintenance** or **Other**I am employed as a **LAME** or **AME** or **Other**I place a higher importance on **Wages** or **Conditions**I would prefer **extra annual leave** or **a bigger pay rise**I think all Avalon Employees should be direct Qantas Employees **Yes** or **No**I would prefer an ongoing payment in lieu of staff travel **Yes** or **No**I would prefer **Job Security** or **a bigger pay rise**I would prefer **a guaranteed type course each 4 years** or **a bigger payrise** or **N/A**I would prefer a **10% wage increase** or **12% additional super**I think training opportunities should be **based on performance** or **shared equally**I think redundancy should be **based on the needs of the business** or **last on first off**I like the idea of voluntary overtime banking **Yes** or **No**

The three things I would like to see most in my next wage Agreement are –

1. _____

2. _____

3. _____

Name: _____ State: _____

Mobile Number: _____ Home Phone: _____

Home Email Address: _____

Fax to (02) 9554 9644 by 7th April 2010