

18th March 2010



❖ NOTICE ❖

TO: ALAEA MEMBERS – SUNSTATE AIRLINES

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RE: ENTERPRISE AGREEMENT UPDATE

Following the No vote result in the Sunstate Engineers Enterprise Agreement ballot held in February, the ALAEA conducted a round of consultation with members at Sunstate on 23/24 February to seek your views as to the key issues that led to the No vote.

The ALAEA subsequently presented this feedback to company senior management at a meeting held in Sydney on 1 March. The ALAEA requested consideration of the various issues raised as we pointed out there would need to a revised EA package agreed before there could be any prospect of a successful vote a second time around.

At a meeting held in Brisbane yesterday, the Company responded to the issues the ALAEA had raised. Whilst there was some limited progress, the Company sought more time to further consider several issues.

In particular, the Association has indicated that the Training Bond clause has to be changed so that existing Engineers are not bonded for Q400 type training as over half of the engineering staff at Sunstate has already been trained on the Q400 with no bonding arrangement for an aircraft that has now been in service for over 4 years. We have stressed to the Company that you regard it as unfair and unreasonable for Training Bond to now be applied to the Q400. We have also stressed that there should be no bond liability in cases of age retirement.

Association reps have also agreed to undertake further consultation with members on whether there is support to change the current arrangement of being paid out for certain Public Holiday days so that members may instead have the time off as DILs in future. The Company has indicated if there was a change to existing arrangements, it has to be on a "one in all in" basis and that a thorough analysis would have to be carried out in terms of what this change would mean to labour requirements and operational impacts and have sought an indication from the ALAEA as to what the preference of Engineering staff is.

A further EA meeting is scheduled in Brisbane for 30 March but this is likely to be the crunch date. Either the Company should indicate a preparedness to make reasonable changes to the current EA package which the ALAEA can take forward for your consideration as to whether you would like another vote in the short term or the alternative is likely to be an application to Fair Work Australia for a Protected Industrial Action ballot to take place in order to allow Engineers to embark upon a campaign of PIA to press the unresolved EA claims.


NOEL SPEERS
Industrial Officer

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