

9<sup>th</sup> August 2007



# ❖ NOTICE ❖

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**TO: ALAEA FORSTAFF MEMBERS**

**RE: FORSTAFF EBA**

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Last Tuesday all ALAEA and AWU Reps were called to a meeting conducted by representatives of Senior Qantas and Forstaff management. The unions were advised that a new EBA for Forstaff employees including "cross utilisation" clauses is required by Qantas and Forstaff in approximately 6 weeks time. The ALAEA Reps have all been released from duty on next Tuesday and Wednesday to firstly discuss the options in the ALAEA Site Reps. Committee meeting and then meet with management to construct a timeline for the negotiations. The ALAEA will attend these meetings and will do so with the intention of improving conditions and wages for Forstaff ALAEA members.

The ALAEA reassures it's members, which compromise over 50% of the Forstaff workforce, that we will not be rushing into any decisions without adequate member feedback nor will the ALAEA tolerate any undue political pressure from the various stakeholders present.

We currently have an EBA agreement that expires on the 31<sup>st</sup> of December. An agreement made as an extension to the previous EBA that allowed flexibilities for Forstaff and 12 months security and protection from further attacks on previously agreed working conditions. It must also be kept in mind that any new agreement, signed in the next six weeks, would become a Workchoices Agreement under the laws introduced by the Howard Government. With this in mind we would consider that such an agreement would have to entitle it's recipients with significant wage increases and other compensation and with a possible change of Government prior to the end of this year it would be unwise of any union to give in to the companies and pressed into new agreements before they are due unless the new agreement is too good to refuse.

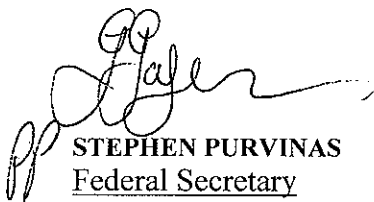
The cross-utilisation claim by Qantas and Forstaff appears to be required by Qantas to allow Forstaff employees to be used at the Qantas Tullamarine facility later this year. We remind members that we do have existing agreements in place that would facilitate the cross-utilisation by paying overtime and transport allowances. A new method to calculate the travel payment is currently under discussion and a number of options that do not involve a premature EBA are available to the parties should a common position be reached. There is also an expectation from the ALAEA that the discussions would include resolution to licence payment issues encountered by Forstaff 737 licence holders.

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

At the meeting held last Tuesday management advised Representatives that the ALAEA have reached agreement on cross-utilisation terms for Qantas staff working at Avalon. It should be made absolutely clear that the words have been penned subject to satisfactory remuneration and guarantees for overseas outsourced work to be brought back into Australia. The ALAEA will only be supporting the terms if adequate remuneration and long term commitments to maintenance in Australia are also forthcoming.

During the upcoming discussions with management over the Forstaff EBA similar commitments to enhance job security would be sought before agreeing to changes in current conditions contained within the ALAEA agreement. In any case the ALAEA will ensure members are well informed during the process and you are encouraged to communicate with your Site Reps. and ALAEA Councillors.

**If you are not a member of the ALAEA join now, the ALAEA is  
the only Aircraft/Airline Industry specific maintenance union.**



STEPHEN PURVINAS  
Federal Secretary