

# *e-Torque*



Welcome to the September 2010 edition of *e-Torque* – the newsletter for ALAEA members across the country.

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## President's Opinion

It was with great pleasure that I attended the launch the Australian Aviation Hall of Fame in Wagga Wagga last month. The Australian Aviation Hall of Fame is important to all of us in aviation because it's about much more than the planes – it has been created to recognise and pay tribute to the people who established and have contributed to our industry.

I attended the launch along with AIPA President Barry Jackson. Both our organisations were recognised at the launch for the role we play in representing the pilots and engineers who keep Australia's aviation industry running.

I'm sure our members will take a keen interest in the Hall of Fame, which will be established as a virtual reality project in 2011 before getting up and running as a physical entity by 2015 in Wagga Wagga.

Find out more at [www.aahof.com.au](http://www.aahof.com.au)

The ALAEA and AIPA are committed to continually strengthening ties and increasing our working relationship across all areas. ALAEA and AIPA members in Qantas share many common issues and working together puts all of us in a stronger position, particularly as we now head into EBA negotiations.

It's been encouraging to see our Jetstar members becoming more actively engaged with the Association. We've been fielding more enquiries from Jetstar employees, we've had Jetstar employees joining our ranks and actively discussing how to organise and achieve better outcomes in their workplaces.

Jetstar employees have been able to look at wins in working conditions in other ALAEA-organised workplaces to see the possibility of achieving better outcomes through working collectively.

Keep safe,

Paul Cousins, President



## **Qantas Enterprise Agreement discussions**

It only seems like yesterday that Qantas LAMEs were on the news each night as they fought for a fairer wages and conditions package in 2008. The well-won terms are due to expire at the end of the year and preparations are underway to negotiate the next Agreement.

The ALAEA have now reviewed the hundreds of submissions and ideas raised in recent member surveys and, without giving too much away, by far the biggest issue raised by members was that of job security.

An Enterprise Agreement negotiating team has been formed which will be headed by Federal President Paul Cousins. He will be assisted by Senior Vice President Mike Weitenberg, Vice President Wesley Bell, Assistant Federal Secretary Wayne Vasta, Trustee Mark Gant and Qantas Councillors Chris Hall, Vinko Vulin, Bret Bradbury and Brad Cox.

As the Agreement has a direct flow on in terms of wages for Forstaff employees, we will be inviting one of the two Forstaff Councillors to sit in on the negotiations when they are available.

Behind the scenes Federal Secretary Steve Purvinas and Senior Industrial Officer Gary Norris are converting matters that will form our log of claims into clauses that they intend to appear in the finalised document. A pre-negotiation meeting was held on Monday 30 August to ensure all the legal steps have been taken so that the negotiations proper can kick off in October.

## **Qantas Mainline Pilot EBA set to expire**

In a timely arrangement, the Qantas pilots EBA will expire at the end of 2010. Their union, the Australian and International Pilots Association (AIPA), has commenced discussions with the airline regarding the terms of their new Agreement.

Many of the issues facing the pilots form a common theme with those faced by LAMEs, particularly the movement of work and employment offshore.

Our unions have met to thrash out some ideas to tackle these issues and Federal Secretary Steve Purvinas will be attending mass meetings of AIPA members across the country in the coming week. AIPA has recognised our successful EBA 8 campaign and would like some of our experiences and successes shared with their membership.

## **Hall of Fame to honour our aviation heroes**

The important place that aviation occupies in Australian life is set to be honoured by an Australian Aviation Hall of Fame, the first of its kind in Australia.



The project, co-founded by Qantas Chief Pilot Chris Manning and Paul Tyrrell, CEO of the Regional Aviation Association of Australia, will honour the industry and the men and women who have played a vital role in its success and development.

The Hall of Fame aims to engage a broad range of industry professionals with membership open to all Australian Aviation industry associations, unions, professional associations and the major airlines.

The first induction to the Hall of Fame is expected in September but expect more from this project than a couple of photos and some names on a wall.

Chair of the project committee former Regional Express boss Geoff Breust says the project will kick off with an interactive, Internet based "hall" which will allow people to access the initiative from anywhere in Australia. The actual venue in Wagga Wagga is planned for construction by 2015.

## **Qantas Tech Salaried Staff EBA**

The ALAEA will hold report back meetings in Sydney on 2 September and a tentatively scheduled meeting in Melbourne on 8 September. The next meeting of the SBU with Qantas is scheduled for 4 September 2010.

## **CASA – new maintenance regulations**

The ALAEA met with CASA last week to discuss the introduction of the new maintenance regulations and to seek the latest developments.

CASA are planning to implement the changes to the licensing system on June 27 2011. On this date all Australian LAMEs will have their existing CAR 31 licences converted to an equivalent CASR Part 66 licence.

On around 17 January 2011 CASA are planning to send all licence holders a letter outlining how their licences will translate into Part 66. After these letters are received CASA will deal with any questions or anomalies that might arise for a period of approximately 12 weeks. CASA will then send out all new Part 66 licences on 18 April 2011.

The new licences will become operational from midnight 27 June 2011 and CAR 31 licences will cease to exist.

CASA has created a webpage on their website with information regarding the proposed changes and introduction of the suite of maintenance regulations:



[http://www.casa.gov.au/scripts/nc.dll?WCMS:STANDARD::pc=PC\\_93354](http://www.casa.gov.au/scripts/nc.dll?WCMS:STANDARD::pc=PC_93354)

CASA has indicated that they will attempt to get this information out to LAMEs in as many ways as possible, however in the end the licences will be sent to the mailing list that CASA has on file.

If you have changed your address and haven't notified CASA of the change there is a fair chance that you will not receive your new licence in time for the changeover and you will not have received the letter outlining the transition of your licence. If you do not receive your new licence you will not be able to certify for work.

A quick way to check if CASA has your correct details is to look at your licence and see if it has your current mailing address. If it doesn't, you need to contact CASA and advise them.

Maintenance Personnel Licensing

Email: [ame.licensing@casa.gov.au](mailto:ame.licensing@casa.gov.au)

Phone: 1300 737 032 (CASA Licensing and Registration Centre) or 02 6217 1449

Fax: 02 6217 1401

Mail: Maintenance Personnel Licensing, GPO Box 2005, Canberra ACT 2601

## Forstaff Aviation Avalon Victoria

At Avalon Victoria, 10 Dock Planners were made redundant in December 2009. This ultimately left 7 out of 16 Dock Planners to perform an excessive workload. As a result of the Association making representations to Forstaff on behalf of Planner members throughout July and August 2010, the company agreed to conduct a review of the planning work organisation.

The ALAEA conducted our own review by consulting and listening to Planner concerns and relaying these concerns to Forstaff.

At a meeting with Forstaff management on 18 August 2010, the company informed the ALAEA that they had written to Qantas and Qantas has approved Forstaff hiring up to 6 Relief Dock Planners. Forstaff asked for Expressions of Interest (EOI) in August 2010. The Association has been informed that the entire target time for EOI, interviewing and hiring will be approximately 4 weeks up to mid-September 2010.

The Relief Planners will come from the current operations staff at Avalon. They will most likely be current Avionics AME's at Avalon, however other trades will obviously be considered. They will be called upon to come off the line into Planning to cover peak periods, usually a day or so at the beginning and the end of D & C checks and to cover sick days etc. If any of the Planners that were redeployed through the process to operational roles are interested, they can respond to the EOI. There is no intention to hire any new staff to cover these positions.

Whilst this is no consolation for those made redundant December last year, it certainly is a positive step in the correct direction to solve the current workload issues for Planners at Avalon.

## JHAS Tullamarine – redundancies

Members are bracing for imminent redundancies at JHAS at Tullamarine. There will be a series of union/ACTU company meetings from 6 September 2010, in an attempt to mitigate the effects of redundancies.

It is believed that JHAS have suffered a loss of contracts in heavy maintenance because of airlines off-shoring maintenance work overseas. JHAS commenced consulting unions and their employees in the week beginning 23 August 2010, with no clear numbers or classifications of employees at this point.

## ALAEA Introductory Reps Course

The ALAEA conducted an Introductory Reps Course in Melbourne on 24, 25 & 26 August 2010.



Course participants are as follows;

Front row: Lincoln Amos-ALAEA Junior Industrial Officer, Darren Strachan-Qantas SYD Base MNT, George Andrades-Forstaff Aviation Avalon, Darren Bolton Qantas HM BNE QLD

Back row: Tim Taylor, Qantas SYD INT, Mike Watson-Virgin Tech ALAEA Councillor SYD, Rod



Tomlins-Qantas SYD Base MNT NSW, Adam Ball- Forstaff Aviation Avalon, Andrew de la Torre- Forstaff Aviation Avalon, Stewart Sedgwick-Qantas HM BNE & Rod Wyse-Qantas SYD Base MNT.

The next course is the Advanced Reps Course scheduled for 16, 17 & 18 November 2010. For further information concerning the ALAEA National Reps Training Program, please contact ALAEA National Union Organiser-Brad Stewart: [brads@alaea.asn.au](mailto:brads@alaea.asn.au)

## **Eastern Tamworth: negotiations continue**

Further EA negotiations were held in Tamworth on 25 August. The parties have been exploring a number of options to progress the EA process but there still remain significant differences on a number of key issues.

The ALAEA and EA reps have recently proposed a revised classification structure for Tamworth LAMEs to the company and both parties have agreed to review this and other bargaining claim items to see if any breakthrough can be made at the next meeting.

Further EA meetings are scheduled to occur in Tamworth on 8 and 16 September. The ALAEA will review the need to apply for a PIA ballot order from FWA if no genuine progress has been achieved by 16 September.

## **CHC Helicopters: EA accepted**

The need for a further Protected Industrial Action campaign was averted after CHC made a substantially improved EA offer in discussions with the unions/EA reps in late July. Some details on the offer were outlined in the last edition of e-Torque.

The EA has recently been distributed to all engineers and after the required 7-day consideration, an electronic vote has taken place. The EA vote was run by Elections Australia and from 25-29 August.

At the time of writing this newsletter, the ALAEA was advised by the Company that the vote resulted in majority support for the EA. This means the parties will now move to complete the required documentation and lodge with FWA in order to seek approval for the EA to come into force. The EA has a NED of 31 August 2012.



## Alliance Perth: new collective agreement

Members at Alliance Perth unanimously voted up the new Engineers' Enterprise Agreement on 16 August. As detailed in the previous edition of e-Torque, the new Agreement represents a good outcome in terms of improved pay and conditions and gets all staff off individual AWAs and ITEAs and onto a collective agreement. The new pay rates and improved conditions will apply from the date of the successful vote, ie 16 August 2010.

Documentation will be lodged shortly to Fair Work Australia to seek approval for the Agreement to come into force. The ALAEA will also lodge required documentation to ensure the Association is covered by the Agreement. The Agreement will have a nominal expiry date 3 years from the date of FWA approval.

## Cobham developments

A Deed of Release is currently being finalised between the ALAEA and Cobham to formally settle the long running annual leave dispute for Glyndale line Engineers. This formal document recording the details of the settlement should be signed off by both parties in the next couple of weeks.

Meanwhile, further negotiations toward establishing a new EA for Line Engineers at Cobham were held in Perth on 17 August.

The ALAEA and EA reps went through the bargaining claim details once more and it was clear that a vast gulf still remains between the parties. Toward the end of the discussions, the Company representative Peter Brown raised the prospect of a modified 2-year collective enterprise agreement for Engineers that would expire in July 2012. Such an Agreement would delete objectionable provisions from the 2007 AWA that stipulate a requirement for an additional 8.5% hours without overtime payment and confirm that a 35-hour ordinary hours week provision would remain. The Company would drop off from pursuit of a 38-hour week arrangement.

The ALAEA and EA reps are expecting a proposal to be sent by the Company by early September and further consultation and feedback will be sought from Engineers before a further EA meeting is scheduled for Adelaide.

The ALAEA has made it clear that any new EA must provide Engineers on long-term AWAs through to 2012 with the opportunity to conditionally terminate their AWAs and be covered by a new EA if it is subsequently voted up. A formal consultation body would be established to work regularly through the life of a new EA to work on key issues for inclusion in the next EA from mid 2012 including a significantly revised pay and classification structure for Engineers.

## **Worland Aviation: unfair dismissal claim**

The ALAEA is representing a member in regard to an alleged unfair dismissal. The ALAEA have made an application to Fair Work Australia and the matter is going through conciliation.

## **Helicopters Australia**

Further EA discussions were held at Company HQ in Perth on 16 August.

The number of outstanding issues has been narrowed down to a relatively small number of issues but they remain significant ones, including the timing and size of the pay increases, amounts for area allowance for Darwin and Karratha and overtime payment arrangements for touring Engineers.

The parties have agreed to further consider the outstanding issues and further EA discussions are scheduled for 9 September.

## **Korr Holdings and Jetstar**

The ALAEA has made application to Fair Work Australia on behalf of a member who had previously been engaged by Jetstar and had a dispute over his contract arrangements with Jetstar, which was taken to the Queensland IRC and settled.

He recently made an application of employment to Korr Holdings who provides contractors to Jetstar and it is alleged that Korr denied him either employment or contract work because he had exercised a workplace right to have his dispute with Jetstar resolved in a court or Tribunal.

## **Raytheon Nowra: EA talks to start soon**

The ALAEA has requested a meeting with Raytheon management to clarify and resolve some issues in regard to the payment of overtime. Members at Raytheon at Nowra have also requested the ALAEA to act on their behalf in Enterprise Bargaining negotiations, which the ALAEA will request Raytheon management to commence as soon as possible.

## **Apprentices looking for work**

On a regular basis the ALAEA office answers enquiries from would-be apprentices looking to get a start in the aviation maintenance business. Some of these young people have completed pre-vocational training in an attempt to assist them but are still having difficulty finding employers looking to take apprentices. We currently have a couple of guys in Queensland looking to start work and we would appreciate a call if you know of anybody hiring.



## Union Shopper

Members are reminded to take advantage of the great discounts on offer through the Union Shopper. The Union Shopper offers union members discounts on a range of goods ranging from electrical products right through to travel insurance. Visit them at [www.unionshopper.com.au](http://www.unionshopper.com.au) for further details.

## Workplace Noticeboards

ALAEA Reps are reminded to check that their workplace noticeboards are up-to-date. Latest notices are available at [www.alaea.asn.au](http://www.alaea.asn.au)