

e-Torque



Welcome to the March 2011 edition of *e-Torque* – the newsletter for ALAEA members across the country.

President's Opinion

Licensed Aircraft Maintenance Engineers go through years of training to work in a highly specialised industry, which we all know is critical to ensuring that the many people who travel by air are safe, each and every day. However sometimes it's great to be able to use our skills and expertise to raise awareness of our profession, engage our peers in a bit of healthy competition, and have some fun along the way.

Last week I was in Las Vegas with Team ALAEA doing just that; competing in the AMT Maintenance Skills Competition 2011. In a news flash I can report that our team have done us proud and exceeded all expectations.

There were 12 maintenance tasks over two days where we scored first place in the electrical troubleshooting, and second in the commercial airline category. Because we had such a good time, our team scored second overall – an outstanding achievement.

Getting off the plane in Los Angeles was the first time the team had actually met one another, but luckily we had the four hour trip to Las Vegas to bond as a team. It was a fantastic achievement by our coach Scott Hughes and captain Steve Fotoulis, as well as Carlos Sabater, Jason Coburn and Peter Dwyer. Needless to say they had the rest of the competitors and crowd in awe at the way they performed.

Stay tuned to the next edition of e-Torque for a full update.

In other news, Qantas LAME Enterprise Agreement negotiations are continuing and we are pressing for a substantial offer to be made. As always we will consider all options open to us as we get towards the end of the agreement negotiations.

Keep safe,

Paul Cousins, President



CASA Enterprise Bargaining

Along with several other employee organisations, ALAEA will this year play a role in negotiating a new collective agreement for members who are employed by the Civil Aviation Safety Authority (CASA), with the current agreement expiring on 30 November.

The Association invites all members who are employed by CASA to contact Lincoln Amos at the Association for information and to have some input into the process if we have not already been in contact.

Assistant Industrial Officer Lincoln Amos can be contacted by email: Lincoln@alaea.asn.au

New Maintenance Regulations

All members are reminded that the new maintenance regulations come into force on 27 June this year. CASA will be issuing all current CAR31 licence holders with a new CASR Part 66 licence.

CASA will be sending a letter outlining your CAR31 to CASR Part 66 licence transition within the next month. If your licence falls due for renewal between this date and 27 June 2011 they will send you a new CAR 31 licence and a new Part 66 licence. If you fail to renew your licence by the due date, CASA will not issue a new PART 66 licence and you will not be permitted to certify for maintenance.

When you receive your letter of advice, members are advised to check very carefully that the details are correct. If you have any concerns about the transition process, CASA is obviously the place to have these issues sorted, however we are requesting that the ALAEA is also advised on any issues arising.

Also, in order for CASA to issue you with the new licence, they need to know your current mailing address. If you have moved and not updated your details you will need to contact CASA and let them know.

One of the concerns that CASA has regarding contacting LAMES is that there are a number of LAMES overseas who are holding and using CAR 31 licences and may not realise that they will need to be issued with a new licence. If you know of any LAMES in this situation and can let them know, you would be doing them a favour. If you know of anyone but don't have their contact details, you could pass their details on to us.



Working in GA

Already this year, the ALAEA has been contacted several times by members who work in GA who do not have a written contract of employment and work pursuant to verbal understandings or 'letters of offer' which reflect agreement on only a minimum number of conditions.

The ALAEA again reminds members who work in GA that relevant legislation and awards provide only minimum conditions of employment and, even in the best employment relationships, disputes over uncertain conditions and responsibilities can and do occur.

The absence of a written agreement often exacerbates these situations. GA members concerned or unsure of their conditions should contact the Association.

John Holland Aviation Services: Tullamarine

To date, the AMWU, AWU and ALAEA have met with JHAS management representatives four times in relation to the Enterprise Agreement: twice in December and twice in February.

In a joint union survey late last year, employees told us their biggest issues are standard hours of work from Monday to Friday, shift definitions, shift loadings, shift rosters to be in new EA and rostering to comply with all industry (aviation) guidelines. On 9 December the unions submitted a draft model around these issues to management and on 16 February JHAS management agreed to put together a response in about one month's time.

Every item on the log of claims served on JHAS on 25 November 2010 is contingent upon reaching some form of agreement in principle first, on a model relating to what the new standard working week consists of. From a union perspective, and supported by the 2010 EA survey, this is not based on the current target of annual hours system. Hours of work, spread of hours Monday to Friday, shift definitions, shift loadings and overtime rates etc. can then be negotiated when a new model of the standard working week is agreed to in principle.

The company has made it clear to the unions that the meetings are on a without prejudice basis in light of the imminent court case appeal being conducted by JHAS.

JHAS lost their court case in the Supreme Court of Victoria on 28 July 2010, relating to the enforceability of a common law deed and the company decided to appeal this decision. JHAS then applied to split the appeal into two separate hearings, which the judges dismissed. Now the appeal has finally been set for the duration of one day, however we do not know when it will be listed. It is highly likely it will not be heard until later this year.

Whilst it is disappointing that the appeal may not be heard until later this year, the process has clearly shaken JHAS and our legal advice to date is that there is a reasonable expectation that JHAS will also lose the final appeal.



In our opinion, the company is attempting to stall, delay and protract court proceedings to create delays in negotiating a new EA. We may be unable to progress to the full extent an EA outcome until the court appeal is finalised.

The unions are not going away and sooner or later, JHAS will “run out of tarmac” and have to eventually reach agreement concerning a new EA.

IASA Superannuation Issue

As some members will be aware, the ALAEA has been representing members in an ongoing dispute with International Aviation Service Assistance (IASA) over the company’s non-fulfillment of their superannuation obligations.

Recently the parties were in conciliation before Fair Work Australia, and as a result, the company has provided some additional information regarding their compliance.

Whilst there has been some progress on the matter, the issue is still far from resolved and many options are still ‘on the table’. Any members who work, or have worked for IASA, should contact the Association if they have any concerns in this area.

Qantas Tech Salaried Staff Classification Review

The ALAEA TSS representatives met with Qantas for discussions on the project on 27 January 2011. Arising from that meeting the following was agreed:

- Qantas could complete the mapping exercise within two weeks of the meeting date. The results of that would be shared with the unions.
- The unions would organise employee representatives from the relevant work areas based on the Qantas TSS map.
- Haye Consultants would conduct briefing sessions for employee representatives and management commencing in the second or third week in February.

The ALAEA is disappointed that the above has not happened to date, severely delaying the commencement of the ‘review’ itself. We have requested Qantas progress the matter promptly.



Cobham Collective Agreement

The new interim enterprise agreement for line engineers at Cobham was recently voted up, with an overwhelming vote in support of the agreement. The new agreement means that 74 per cent of line engineers will be covered by the new collective agreement, whilst the remainder will be covered by their existing AWA through to 2012. The EA has a nominal expiry date of 30 June 2012.

The new agreement commits the parties to convening a working group to look at various issues associated with pay and classification structures, with a view to incorporating new structures in the next EA, which is scheduled to operate from July 2012. The Working Group's initial meeting is scheduled to take place in Adelaide on 6 April 2011.

After many years of individual statutory agreements (AWAs and ITEAs) it is a significant step to finally get a collective agreement in place for the majority of line engineers at Cobham. With further recruitment, it should give the ALAEA and members at Cobham a good platform for striving for a superior outcome in the next EA, with negotiations due to commence no later than 31 March 2012.

Toll EBA Negotiations

At long last the negotiation group has reached a position where an agreement in principle can be put to the workforce for their input. This will be done in the first week of March.

United Airlines

The new enterprise agreement for engineering staff at United Airlines (*United Airlines Maintenance Staff Enterprise Collective Agreement V2010 – 2013*) has now been approved by Fair Work Australia.

The FWA decision has confirmed the ALAEA is covered by the new EA and the agreement will come into force from 4 March 2011. It will mean a back dated pay increase of 3.5 per cent from July 2010 can be processed shortly.

The ALAEA will be assisting members in a meeting with the company in March on an issue that has arisen regarding the application of expenses and allowances provisions of the EA.



Aviation Security Reporting

As part of its continuing consultative dialogue with regulatory bodies that cover aviation activities, the ALAEA has been in discussion with the Office of Transport Security to establish the most appropriate ways for aviation employees to report any security concerns they have.

The ALAEA is concerned that there may not be sufficient mechanisms to protect the identity of an employee who may feel they need to report their employer's activities to the Office of Transport Security.

The Office of Transport Security has provided a verbal assurance that if reports are made through their office that the confidentiality of the reporter will be treated most seriously. They have also given an undertaking to the ALAEA that they will seek advice on whether there is other crossover legislation, such as various whistleblower acts, which provides further protection. If not, they will request a review of the legislation through their policy department.

Guidance on types of incidents that should be reported can be found on the Department of Infrastructure website:

http://www.infrastructure.gov.au/transport/security/aviation/incident_reporting.aspx

The Office of Transport Security is happy to talk to anyone who has concerns. They can be contacted via the Coordination Centre on 1300 307 288.

Rex Negotiations

A preliminary discussion with company management was held in Sydney on 9 February 2011 to discuss future arrangements regarding the upcoming bargaining round to establish a new enterprise agreement for engineers at Rex.

The ALAEA and employee representatives are still gathering feedback about the final content of the bargaining claim and the aim is to present a finalised claim at the initial bargaining meeting. A major issue will be whether the EA sticks with the current three-tiered remuneration structure (EA increases, profit share and share gift) or whether certain components (eg. the share gift) are relinquished in return for a higher guaranteed annual EA increase.

The bargaining discussions are scheduled to commence in Sydney on 15 March 2011.

Members will be updated on progress at key stages in the upcoming negotiations.



ALAEA Advanced Reps Courses 2011

The ALAEA is conducting an Advanced Reps Course (ARC) on the following dates, with the venue to be advised:

- Advanced Reps Course – 17, 18 & 19 May 2011

The pre-requisite for the ARC is the Introductory Reps Course:

- Introductory Reps Course – 15, 16 & 17 November 2011

For further information contact ALAEA National Union Organiser Brad Stewart:

brads@alaea.asn.au

Union Shopper

ALAEA members should register their details via the website (www.unionshopper.com.au) or call centre (1300 368 117) and sign up for Union Shopper's e-Newsletter - it only takes two minutes and you'll automatically go in the draw to win back your union fees for the whole year! We also have two runner-up prizes of \$250 each.

For more information please visit:

www.unionshopper.com.au/feesrefund



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