

# *e-Torque*

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



## President's Opinion

We're already into the fifth month of the year and 2011 is certainly flying ahead, with work at the ALAEA a constant stream of enterprise agreements and Fair Work Australia hearings.

A recent decision in FWA against International Aviation Service Assistance involved the ALAEA representing member Djoko Puspitano, a 457 visa holder who entered this country to work specifically for IASA and was treated in a shocking manner, even to the point of being physically assaulted at work and having the employer pursue him for having 'provoked' the altercation by his use of a computer to enter Cabin/IFE coupons.

The resultant guilty verdict against IASA saw them being forced to pay out \$85,000 in damages. This case proves once again that it is all too valuable to belong to a union that fights for your rights in the workplace.

The CASA changes are still providing headaches, with many LAMEs around the country still waiting to receive their 'new' Licence privileges, myself included. When I enquired as to when they would be delivered the answer was 'soon'.

Tiger Airways has been given a 'show cause' notice from CASA, but despite assurances from the airline (which is backed by Singapore Airlines) that safety is a priority, the last time an airline was delivered such a notice was when Ansett Airlines was asked to explain several maintenance anomalies in its system. Inside word is that there were several flap overspeed landings, some up to 40 knots, and the subsequent maintenance checks required after such a strenuous landings are at the centre of the investigation.

Tuesday 24 May is the celebration of the birthday of the Wright brother's 'Mechanician' Charles E Taylor, an occassion celebrated in the United States as a national day of recognition for all aircraft mechanics and technicians. It is endorsed by the US senate and seen nationwide as a celebration of a much respected but often maligned profession. We have been urged by the instigator and much driven Aviation Maintenance Technician (AMT) director Ken MacTiernan to find our own Charles E Taylor and celebrate with all aircraft engineers across the globe. To those ends, if anyone has information that will enable the ALAEA to find this long lost individual, or perhaps individuals, please contact me via email [fedpres@alaea.asn.au](mailto:fedpres@alaea.asn.au).

Keep Safe,  
Paul Cousins, Federal President

## Aircraft Maintenance Technician Maintenance Skills Competition 2011

President's Report: TEAM ALAEA 2011 and the LAME Olympics

### Part 2: Orientation and the First Day of Competition

#### Orientation

Orientation is where all the teams gather prior to the competition, they are introduced to all those attending via the Chairman's welcome. This where all the ground rules are laid down about each upcoming event, and it is very worthwhile taking notes at this point as clues are often given on each event, especially about how the bonuses and penalties work. This year some of the notes taken here enabled Team ALAEA to get a leg up during competition and whilst Southwest were the benchmark, a number of teams were close on our tail for second place. All 26 teams were introduced, and the five categories in which they would compete over the next two days were announced. These categories were Commercial, MRO, Military, GA and Schools.

#### First Day of Competition

It was with a bit of trepidation that Team ALAEA approached the first day of competition, not fully knowing what we are jumping into. We weren't due to start until 11:40am, but the opportunity to watch other teams and take notes of all the areas of competition was available and all spread out to take in what was on offer. Assembling 30 minutes prior to our start time we compared notes, verified team placings at each said event and then focused on the tasks at hand. Each event is a 20 minute timed event and three events are competed concurrently so the whole team is utilised.

#### DAY 1 Morning Session – 11:40 to 12:00

##### The Charles E Taylor Exam – Steve Fotoulis

Captain Steve Fotoulis had dobed himself in for this one as he had read the biography of the Wright brother's mechanic three times. He sat down to complete a twenty minute timed event of twenty multiple-choice answer questions with penalties applied to each question answered incorrectly. Finishing within the time allocated Steve found out he had only answered three questions incorrectly – a good result for first up. Then later on in the morning the judge of the event approached Steve and said there had been a mistake, and he had actually only got two of the questions wrong! A great result that set us up for further good showings.

Some handy tips:

- Pick one person from the team to sit the exam.
- Most of questions relate to dates, and we recommend reading the book twice.
- There are a combination of 20 multiple-choice and true/false questions.
- Each wrong answer is a six minute penalty.
- The Wright Flyer is currently housed at the Wright Patterson Air Force Base museum in



Dayton Ohio.

- It is also worth studying pictures of the aircraft from their web site or online.

### **Duncan Aviation Electrical Troubleshooting Event – Jason Coburn & Carlos Sabater**

The intent of the event is to find as many possible faults on the custom baseboard, with the aid of a supplied schematic diagram and multi-meter. This event tested each LAME's or Technician's ability to troubleshoot a given simple circuit. Each LAME had four individual faults (squawks) induced into the circuit. The task was to troubleshoot each problem using a multi-meter and establish the likely cause, usually missing grounds on the system. Once one fault was found, the LAME wrote down the probable cause and signaled the judge to move onto the next fault. That fault was reset and a new problem induced by the judge. Once all faults were found, the LAMEs had to signal the judge that they were completed.

### **Hydraulic test stand event – Peter Dwyer & Scott Hughes**

Using the supplied schematic, we were to build a hydraulic circuit on a hydraulic test bench circuit using ISO symbols for all of the components on the stand. We then adjusted the system pressure to 900psi however a pressure gauge wasn't in the schematic's circuit, so we had to determine where to insert the gauge. At this point we should have called for the clock to be stopped, but as all good engineers should, we carried out a functional test to ensure the correct operation of the system and lost valuable time of about 1 minute or so due to our thoroughness. The clock was stopped and we then completed the labeling of the items in the circuit diagram and answered all of the bonus questions correctly.

All safety procedures were to be followed e.g. safety glasses.

There were also several bonus questions on hydraulic theory, Pascals law, interaction between force, pressure and flow etc.

### **DAY 1 Afternoon Session – 14:50 to 15:10**

#### **ATP regulatory research event – Carlos Sabater & Scott Hughes**

This computer-based event was about how well you could navigate the application, and find the right references, regulations etc. Knowledge of the FAA regs may have assisted in this event, however it was a quite straightforward process. Use of the search/find function was helpful. Use of the system prior to the competition is definitely an advantage.

#### **CAE Avionic Troubleshooting Event – Jason Coburn**

This event tested each team's or LAME's ability to troubleshoot aircraft component faults on a computer based format. The LAME was given an aircraft system's wire diagram and a particular discrepancy. The LAME had to determine what the fault was and "replace" the suspect component. For each component "replaced" a dollar value was given for that part. This formed the time based penalty and bonus.

#### **Southwest APU event – Steve Fotoulis & Peter Dwyer**

The job at hand is to remove, inspect and install the burner can and fuel control unit. Safety is paramount. Safety glasses, pulling and tagging of C/B's, igniter system power down two



minutes – all had to be observed. Tasks were straightforward, there were a couple of small differences to the two APU's, so the Southwest judges during the prestart brief gave instructions in order to make it equal for the two teams competing.

Confirmation of torque settings and the lockwire of the burner can clamp, were key items as were the findings of the inspection carried out. The coach in this event was only able to assist by reading the paperwork. The APU event consisted of the removal, inspection and re installation of the FCU and the burner can from an APU. This required two people; one for each task, and safety procedures required that the pulling of the CB be carried out and the simulated draining of the fuel into a container was carried out. The removal of the FCU and burner can is very straightforward and the inspection and lubrication of the FCU were done quickly.

Reinstallation of the FCU required basic cannon plug and pipe fitting tasks with minor locking wire application and Peter completed this in good time which then enabled him to assist Steve with any little bits he needed done for the burner can reinstall. They ensured ALL FOD was removed and tools replaced on the table correctly to stop the clock. They then answered all but one bonus question. The tasks were completed in under the 20 minutes and bonuses given accordingly.

For all tasks it is important to prepare well by reading the given instructions thoroughly prior to starting. Work swiftly, but keep your cool and be methodical. Ensure that you observe all safety requirements, and most importantly listen very carefully to the pre task briefing and make sure that the task or system being used is explained to your satisfaction during the briefing. This created problems for JC and Carlos in some of their Avionics events where the briefing given was inadequate due to no fault of theirs.

During the orientation and between events you are able to look at each task and the instructions, and in the case of the computer based events, even have a bit of a practice with the system. Take advantage of this opportunity as much as possible.

**Next e-Torque will cover Day Two of the competition and the awards ceremony.**

## **Unfair Dismissal Application going to Arbitration**

ALAEA lawyers Maurice Blackburn are acting in a matter of an ALAEA member being sacked for allegedly breaching Civil Aviation regulations. The employee, acting under the direction of the employer, investigated whether or not an A320 engine valve fitting could be repaired or not and kept the employer fully informed throughout the process. Upon finding out the valve could be repaired he advised that a CAR 35 Engineering Order was necessary to cover the repair and subsequent re-fitting to the aircraft.

Company management organised that process and obtained the Order after the employee went



home after working over 20 hours on the problem. The investigation and valve fitting repair was carried out by an external MRO(2) which was paid by the airline for the work. The employee did not perform the work on the valve.

After the employee went home the airline attempted to have the repaired valve fitted to the aircraft by its own maintenance employees and then by its contracted MRO(1). The airline's contracted MRO(1), not being the MRO(2) that repaired the valve, objected to fitting the part and raised an issue over who had done the repair work. Unfortunately the airline had a commercial arrangement with the MRO(1) who was responsible for all the maintenance on the airline's aircraft.

Upon finding out that the airline had effected the valve repair elsewhere the MRO(1) took issue with the airline over the repair work and a LAME for the MRO(1) made a complaint to the airline threatening to take the matter further by involving CASA. The airline subsequently sacked the employee who was at home.

An unfair dismissal application was made to Fair Work Australia and the matter has been through conciliation without settlement. Directions have been issued by FWA to hear the matter.

Interestingly from the evidence the ALAEA has been able to obtain, amongst the airline's management directly responsible for compliance and maintenance, being the direct supervisors of the employee concerned, are some old names well known in the industry. In fact one of the managers worked for CASA in a very senior position.

The case will be of great interest for all airline maintenance workers and should provide an insight into the impact of the Civil Aviation Act 1988 its Regulations and the effect they have on the employer-employee relationship.

## **Emirates Enterprise Agreement**

The current Emirates EBA passed its nominal expiry date on 31 December 2010. The ALAEA and the Australian Services Union (ASU) have agreed on a joint bargaining claim and formed a single bargaining unit to conduct the negotiations for a new enterprise agreement, noting the Emirates collective agreement covers both engineering and administrative employees.

Progress in the negotiations has been slow to this point with a large number of direct bargaining representative nominations meaning initial meetings were held in Melbourne, Sydney and Brisbane. The union bargaining claim has been tabled with the Company and the Company has also outlined the claims they seek to have addressed in this bargaining round.

A rationalisation process has now been arranged in relation to the number of bargaining representatives and a two-day EA meeting has been scheduled for Melbourne on 5 & 6 May. A further two-day meeting has also been scheduled for Melbourne on 9 & 10 June. Members will be kept informed of developments as the negotiations progress.



## RFDS Mascot

Negotiations for a new enterprise agreement for engineers at the RFDS Mascot site in Sydney have been underway for a number of months. The parties have recently resolved final outstanding issues in relation to ground handling and refuelling work duty issues and an in-principle agreement has now been reached on a new EA package.

The ALAEA and the Company will now work toward finalising the EA document and side letter details and a vote by members at RFDS should take place sometime in May once the agreement has been formally distributed and the seven day consideration period under the Fair Work Act has been observed.

## Cathay Pacific FWA Matter

The Company recently sought a variation to the engineer's enterprise agreement on the grounds of removing any ambiguity or uncertainty. At the Fair Work Australia hearing on 31 March the ALAEA raised concerns and sought a process to allow time for more consultation prior to any variation proceeding. The issue in question was the minimum shift duration for part time engineers under the EA.

Further consultation occurred at Sydney Airport international terminal on 7 April and this presented an opportunity to raise with Company management a number of issues about shift design for part-time engineers at Sydney.

The Company have also now agreed to revise the wording on the variation application to address the ALAEA's concerns and it is likely the variation application will now proceed to FWA in early May.

The key focus at Cathay Pacific will now be on developing a bargaining claim and commencing negotiations for a further EA around mid-year as there is a six-month renegotiation clause in the current EA that nominally expires on 31 December 2011.

## International Aviation Service Assistance

Members may have heard recently about landmark litigation the Association successfully brought against International Aviation Service Assistance (IASA) on behalf of member Djoko Puspitono.

To briefly recap the facts, Puspitono, an Indonesian national, had been with IASA since 2008 and had won reinstatement after IASA dismissed him unfairly in 2009 for claiming overtime payments. Some five months after Mr Puspitono's reinstatement IASA again terminated his employment, claiming poor performance by the "aggressive" employee. The Association



achieved a substantial award of compensation for Mr Puspitono in one of only a handful of cases to be run under the new 'adverse action' provisions in the Fair Work Act. Despite refusing earlier offers to settle, and claiming his business was facing financial hardship as a result of the decision, IASA managing director Mario Fialho vowed to expend more money appealing the decision. Money we all know could be better spent meeting his obligations to his current and former employees.

Members will be aware that IASA, for a substantial period, has neglected to contribute to employees' superannuation in accordance with its legal obligation. Earlier this year the company provided documentation supporting its assurances that it had complied with an Australian Tax Office audit and had paid a lump sum to the ATO. This lump sum was to be distributed to current and former staff by the ATO and fulfill the company's superannuation obligations with interest until the third quarter 2010. The matter then stalled somewhat whilst members waited for the ATO to distribute the funds. However recently some members have informed the Association that the amount distributed by the ATO into their super funds does not even cover the period up until the third quarter of last year.

The Association strongly urges members, if they do not receive contributions for this period in their funds, to contact the Australian Tax Office and advise Lincoln at the Association of their response ([Lincoln@alaea.asn.au](mailto:Lincoln@alaea.asn.au)). **Please request that any advice you receive from the ATO is confirmed in writing.**

Members have also regularly contacted the Association in relation to other issues with this employer. One concern is the unfair and deceptive imposition of training and/or relocation bonds by IASA. Before agreeing to any type of bond involving IASA a member should contact the Association for advice. Other concerns, such as excessive working hours and understaffing, are also raised regularly.

Any member experiencing any issues with this employer is advised to contact the Association for advice and assistance.

## **Qantas TSS Classification Review**

ALAEA Qantas staff councillor Ralph Young has recently been working to coordinate a team of volunteers to participate in the upcoming review of the Technical Salaried Staff classification structure at Qantas. The volunteers will be responsible for briefing staff in their respective areas to ensure the staff are kept informed of how the review is progressing, be a contact point for information flow and to assist staff in that area in making submissions and providing information to the reviewer. On 4 May the ALAEA and staff volunteers will attend a meeting with representatives from the Company and the independent reviewer, Hays Consulting, to discuss the methodology of the review.



## Negotiations to commence for new Enterprise Agreement with CASA

Negotiations for a new enterprise agreement with the Civil Aviation Safety Authority are expected to begin in May. More information will be sent to members soon though any members who work for CASA are encouraged to contact Lincoln at the Association if they have any concerns or queries – [Lincoln@alaea.asn.au](mailto:Lincoln@alaea.asn.au).

## Company Internal Disciplinary Proceedings

The Association regularly receives queries and requests for assistance from members who are the subject of disciplinary procedures at their workplaces. The Association is experienced in assisting in these circumstances but urges members to contact us at the earliest possible opportunity after becoming aware that disciplinary procedures have commenced. The chances for a good result are often reduced when a member waits for some time after a decision has been made and it is therefore more difficult to appeal the decision or get the relevant facts.

## Maintenance Regulations Guidance Material CASR Part 42, 66, 142 and 145

*The following refers to information supplied by CASA on 21 April.*

The Association recommends that you all take some time to read through the material, especially the Part 66 AMC/GM if you are a LAME. The content of this guidance material has already raised a few questions especially around requalification requirements and the recording of work performed. Please send any feedback you have to Steve Re at the Association ([Trustee1@alaea.asn.au](mailto:Trustee1@alaea.asn.au)) to pass on to CASA.

The Maintenance Regulations guidance material package has been completed and is now available on the Maintenance Regulations webpage on the CASA website at: [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)

The documents available and a brief description of them are outlined below:

- **AMC/GM for CASR Part 42**
- **AMC/GM for CASR Part 66**
- **AMC/GM for CASR Part 145**
- **AMC/GM for CASR Part 147**



These documents provide information on the Acceptable Means of Compliance (AMC) and Guidance Material (GM) to meet the requirements of the relevant CASR. The AMCs explain how the requirements of the CASR can be met. The GMs provide explanations and amplifications of the relevant CASR policy intention rather than how to comply with it.

- **CASR Part 42 Sample Exposition**
- **CASR Part 145 Sample Exposition**
- **CASR Part 147 Sample Exposition**

These documents provide guidance and instructions on how Continuing Airworthiness Management Organisations, Approved Maintenance Organisations or Maintenance Training Organisations can prepare an exposition to meet the requirements of the Civil Aviation Safety Regulations 1998 (CASR) Parts 42, 145 or 147. The organisations will be able to use the provided guidance as a template if it is suitable to their organisation.

- **Part 42 Users Guide**

This document provides the reader with guidance on CASR Part 42 by paraphrasing the regulations to be more succinct and easily read.

- **AC 66-1(0) – Control or Delivery of Aircraft Type Training by a Part 145 AMO (Systems Based, Manufacturer’s, Exclusion Removal Training)**
- **AC 66-2(0) – List of Aircraft Type Ratings for CASR Part 66 Licences**
- **AC 66-3(0) – Engine Ground Run Training and Assessment**

These documents provide guidance and information to personnel preparing or conducting the requirements of CASR Part 66, the Part 66 Manual of Standards and CASR Parts 145 and 147.

The documents are also available on the CASA website at:

[http://www.casa.gov.au/scripts/nc.dll?WCMS:STANDARD::pc=PC\\_93375](http://www.casa.gov.au/scripts/nc.dll?WCMS:STANDARD::pc=PC_93375)

## **AME Licence transitions**

The Association is in regular contact with CASA regarding the progress and issues arising from the transition of AME Licences from CAR 31 to CASR Part 66.

We are also fielding questions from our members on their draft licences. One of the most common issues raised is the retention of avionic privileges on aircraft that type ratings are held. The answer to this is found in the CASR Part 66 Manual of Standards (MOS) 6.A.20 (a) 6 and it reads:

6. A person who holds a Category B2 licence may perform maintenance certification for Category B2 maintenance carried out on an aircraft if:
  - (i) the person carried out the maintenance; and



(ii) the maintenance was carried out:

(A) on an aircraft system designated in Table 1 as avionic or electrical; or

(B) on an instrument or electrical subsystem of an aircraft system designated in Table 1 as structural, powerplant or mechanical;

This means that a B2 licence holder with no restrictions applied to their licence can certify for electrical and instrument work on the entire aircraft.

Another issue to arise is the removal of some aircraft types from licences after transition, in particular the DC9. CASA have indicated that some aircraft not currently on the Australian register won't be included in the new licence system. They haven't given any reasonable explanation why this is at this stage and we will be following up on this issue. We would like any feedback on this.

Also it has been noted that Airframe Group 7 – composite structure doesn't seem to have made it into the new system and it appears that anyone can now sign for repair and inspection on aircraft that are classed as Group 7 aircraft. Member feedback says that CASA have told them that that its "OK" as they have copies of old licences so they know who can certify. Last Thursday CASA created a new project titled *Project Number: MS 11/11. CASA Direction to CAR 30 maintenance organisations regarding maintenance of the composite structure of aircraft.*

**The Issue:**

*Under the new regime the Group 7 airframe licence for carrying out maintenance on some composite aircraft will no longer be utilised. Therefore, the current Group 20 system will be extended to all CAR 30 maintenance organisations and standardised with the future CASR Part 145 approved maintenance organisations.*

**Project Objective:**

*Issuing of this CASA Instrument will direct CAR 30 maintenance organisations to only authorise a Part 66 licence holder to carry out composite repairs if the LAME is competent to carry out repairs. Certification by the LAME for the work of others who are competent to carry out the work will remain.*

A fact sheet has been published on the “changing the rules” section of the website at:

[http://casa.gov.au/scripts/nc.dll?WCMS:PWA::pc=PC\\_100433](http://casa.gov.au/scripts/nc.dll?WCMS:PWA::pc=PC_100433)

At the time of publication there appears to be very little information as to the history of the decision to no longer require Group 7 licences and no consultation has taken place within the industry consultation body. The ALAEA will be actively following this project.

There have also been a number of members that haven't had all of the inclusions applied to their ratings for oxygen and pressurisation. Make sure you study your draft licence and if you are unsure what it allows you to certify for make sure you get clarification from CASA. We are also happy to take your calls to assist if required.



The CASA website has a section of known transition issues and common Questions and Answers. It is updated as new issues emerge. Go to:

[http://casa.gov.au/scripts/nc.dll?WCMS:STANDARD::pc=PC\\_100348](http://casa.gov.au/scripts/nc.dll?WCMS:STANDARD::pc=PC_100348)

Taking into account the many enquiries we have received about the clarity and the accuracy of the draft licences that have been distributed so far, the Association has serious concerns that CASA will not be able to deliver a complete set of correctly transitioned licences by the June 26 deadline. Due to the complexity of the “exclusion style” Part 66 licence over the existing “inclusion” Car 31 licence the Association believes that there will be large numbers of incorrect licences in the system and activated post June 27.

The latest information from CASA is that they are about to post out the final 600 or so draft licences today. If you have not received your draft licence in the mail by the end of this week or mid next week at the latest make sure you contact CASA to find out why.

If you have not received your Part 66 licence before the June 26 cut off you will not be able to supervise or certify for aircraft maintenance until you do. Your existing licence number will no longer be valid.

## **Working Australia Census 2011**

Workers across Australia are facing new challenges in the modern workplace. How we preserve job security, fairness and workers’ rights in the 21<sup>st</sup> century is the key concern for the union movement.

That’s why the ALAEA and the ACTU have launched the biggest survey of workers in Australian history to determine what you think about the issues in the modern workplace, and to find out what is important to you.

We value your opinion because if we don’t know what you want, we can’t fight on your behalf.

With your help, we want to develop our policy agenda for the next decade.

We want to find out what workers think about the issues that affect their lives. Issues like job security, economic security, the cost of living, the balance between work and family, and the quality of working life.

This survey will be conducted across Australia and ensure we can get an accurate picture of the views of workers in all industries and of all ages.

Knowledge of what workers want and what they believe gives us the ammunition to campaign for better pay and conditions, a fairer workplace and the social benefits workers want.

In the past few years unions have got rid of WorkChoices and replaced it with the Fair Work Act,



successfully campaigned to introduce Australia's first paid parental leave scheme, and won a \$26 a week pay rise for minimum wage workers. We want to find out how we can build on that work. **This survey is anonymous and secure, and we would greatly appreciate you taking the time to let us know what you think.**

The survey is open to all workers at <http://www.workingaustralia.org.au>

## 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](mailto:brads@alaea.asn.au)

## Ensure your personal details are up to date

Recent activity involving Qantas and other EA negotiations has highlighted the fact that a large number of our members have incorrect and/or incomplete personal records.

If you have moved recently, changed mobile or home phone numbers or email addresses, are working for a new employer or changed any other details, we'd love to hear from you.

For those of you on regular credit card payment we need to know if you have changed your card or have a new expiry date. If you pay your fees via direct debit, remember to advise us if you change accounts or banks.

To update your records simply email your details (do not email us any credit card numbers or bank details) to [membership@alaea.asn.au](mailto:membership@alaea.asn.au) to advise us of changes.

To change your credit card number or bank details, please advise the ALAEA via one of these methods:

- Fax: (02) 9554 9644
- Phone: (02) 9554 9399
- Post to: 25 Stoney Creek Road, Bexley, NSW 2207

If you have a number of changes to make, you can also download a Membership Update Form from the **CONTACT US** page on our website at [www.alaea.asn.au](http://www.alaea.asn.au) which you can print, complete and return by post or fax.

From time to time we can lose touch with a small amount of our members. This can mean fees become unpaid and we have no means of advising you. Remember you must be a **FINANCIAL** member to be entitled to vote or be represented by our industrial staff. If you have moved, changed employers, credit cards or bank accounts, please check your financial records and make sure you are up to date with your membership.

This is a great time of the year to pay any outstanding balances, as all fees paid before the end of June are fully deductible in your next tax return!

## Mothers Day Classic

The ACTU are encouraging union staff and members to participate in Union and Women's Rights at Work teams walking in events across Australia in the upcoming Mother's Day Classic fun run and walk.

For the past four years, there has been a great turn out for the Your Rights At Work team. In 2010 the ACTU joined forces with state based Trades & Labour Councils and formed a national 'Women's Rights At Work' team as well. In 2011 we will be walking again, so save the date – Mother's Day, Sunday 8 May 2011. Join with us to walk or run to raise funds for breast cancer research.

In Sydney you can walk or run 4km or 8km leaving from 6.30am from the Domain and Parramatta Park. You can register at [www.mothersdayclassic.com.au](http://www.mothersdayclassic.com.au) and find out more about events to be held in Adelaide, Brisbane, Canberra, Geelong, Gold Coast, Hobart, Melbourne, Parramatta, Perth and Sydney's Domain, plus a record 26 regional locations across the country.

## 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.

For more information please visit:  
[www.unionshopper.com.au](http://www.unionshopper.com.au)



## 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)