

e-Torque

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



President's Opinion

This month our campaign at Qantas will really start to take off. It's been a fierce few weeks for our members at the national carrier, but I'm happy to report that everything is going to plan and our campaign is really starting to have an impact on the airline's bottom line (which is the only thing these people seem to care about). Heavy maintenance teams recently joined the action staging full-day stoppages and in a few days time we will be ramping up our action at airports around the country with rolling four-hour stoppages.

As our action continues, so does the action of other Qantas unions. The pilots are continuing their fight for a "Qantas Flight – Qantas Pilot" clause, and the Transport Workers Union carried out national stoppages last month over pay, conditions and job security. It's a shame that it has come to this, but Qantas management is determined to go to war with its 35,000-strong workforce for nothing more than the sake of it.

While all this goes on, certain media outlets continue to sprout Qantas propaganda and deny the unions a right of reply. Just recently we saw the Murdoch press, yet again, attempting to drag our name through the mud. Their report on the ALAEA and its members said that we had "adopted a tough US-style 'playbook' for industrial action which advocates intimidating executives to win better conditions for workers." Now I make no apologies for trying to win better conditions and job security for members, but intimidating executives? Executives who are sitting around in their plush, air-conditioned offices eating cake and counting their millions while we are on the tarmac often in the driving rain, freezing cold or under a hot sun using our decades of expertise to keep their aircraft flying?

How about writing a story about how Qantas management bullies and intimidates its workers?

The TWU's Tony Sheldon said the company was banging on its members' doors in the middle of the night to inform employees they would be locked out when they arrived at work. Now that's intimidation and utterly disgraceful. Bring on the media inquiry I say.

But let's get back to what we are really fighting for here, because it's really quite simple. We want a fair go, and a future with Qantas. Yet what we are being offered is insecurity and neglect. We are being asked to give Qantas a blank cheque to do whatever they want and make major changes that will affect the livelihoods of members at any moment. Why would we agree to this? Then there is the looming threat of offshoring and outsourcing. These two evils of our industry not only threaten our jobs, they threaten the safety of the world's safest airline. Aussie jobs will go, our expertise will disappear and eventually the most undesirable outcome



for all will occur, a smoking hole in the ground.

In a world where airline safety is big business, it seems airline management is more concerned about someone bringing a toothpick onboard, than a hatchet job on the plane's engine. Where is the sense in it all?

The determination to create a new airline based in Asia will mean Qantas will be dismantled and its cash and assets sent overseas. The Qantas Sale Act may not be being breached, but its spirit is surely being ignored in this effort to send offshore our airline. It's ironic that Qantas management has spent millions of dollars on advertising the 'new spirit' of Qantas but not one red cent on retaining Australian skills and expertise.

Over the next few months, unity will be more important than ever. It's vital that we are all in this together, and that management everywhere hear our collective voices. If Qantas is able to get away with this, the impact will be devastating not only to our profession but to the Australian landscape. We've seen it happen before, and we don't want it happening again.

This month we'll be kicking off a series of mass meetings that will take place in all ports. I want you all to make it along and show Qantas that we mean business.

Whilst on related subjects, Jetstar members are seeing the emergence of proposed changes by management in their quarter that can be designed to undermine their present standing. There is certainly something afoot but be aware the ALAEA will be backing its members to the hilt when it comes to retaining job security and a fair go.

A recent episode where a member from a small outfit was threatened with termination without a fair hearing and natural justice proved the worth of being in the Association. An ALAEA representative from another airline stepped in and set management on their heels, derailing any thoughts of a quick dismissal, and now a fair hearing will take place and that member will be given natural justice. Never think you are alone, if you're a member we have your back and we're only a phone call away.

Stay Safe,
Paul Cousins



Licencing Developments

CASA announced at the CASA Standards Consultative Meeting on 31 August that it was about to restart looking at AME licencing for the General Aviation sector of the industry. As you may recall CASA initially pushed a model of a watered down version of the licence called the B3 to allow fast tracking of apprentices into LAMEs.

As it stands the current system for those that held CAR 31 lower group licences is confusing and not clear on how to progress, especially after the four-year phase out period is over. It is even more confusing for those that gain new licences within this period with various “grandfathering” arrangements being in place.

The Association hopes that CASA will take a step back and have a fresh look at the overall picture, and listens to those in the industry that know the industry and creates an effective and workable licence system that promotes General Aviation, not hinders it.

The Association considers that the lower group system was a tried and tested, achievable building block approach to AME licencing and now that the Aeroskills training package has been aligned to the qualifications required to hold a licence, that a similar system (group licencing) can be introduced into Part 66.

One of the biggest hurdles to this however may be the reluctance of CASA to roll back some of the changes they have introduced with the exclusion based licence system. It can be done. CASA have indicated that they will start the process in November this year.

Aviation Security

A recent meeting of employee representatives and the Office of Transport Security revealed some changes for the issuing of ASIC cards and visitor passes across the country. From 21 November there will be a reduction in the number of issuing bodies for Visitor Identification Cards (VIC) and there will be a limit of 28 days in a 12-month period that a VIC can be issued. There will also be a Temporary Aircrew Card available for issue to flight crew that may forget their passes.

The new body scanning machines were also demonstrated at this meeting and there was a suggestion that at some stage the sterile area requirements that are in place at the airport terminals may be applied across all airside areas of airports.

This is a concept we do not approve of. We do not think it necessary to scan and search every employee of an airport as they turn up to work each day and confiscate their cutlery, drink bottles and shampoo.



General Aviation Taskforce & Forum

It was announced at the SCC that Director of Aviation Safety, John McCormick had recently established both the GA Taskforce and the GA forum. The Taskforce and Forums are means by which the CASA can “meet with and listen to industry to garner their perspective on things that industry perceives needs to be considered and addressed by CASA.”

We see this as a positive and necessary step taken by CASA to assist the General Aviation sector and look forward to being involved.

Hawker Pacific East Sale Victoria

Both the AMWU and ALAEA have served the log of claims on Hawker Pacific (HP) that was voted on by employees at the mass meeting on site on 22 August 2011. There have been three official Enterprise Agreement (EA) meetings at the Sale Greyhound Club, on 24 August, 22 September & 23 September, between the unions and the Company. Further, there is a fourth meeting scheduled for 18 October 2011.

Bargaining has been steady, with Hawker Pacific responding to the EA claim on a point-by-point basis. The parties have agreed to leave wages and allowances until later on in the bargaining process. HP has expressed a preference for a two-year duration with the unions expressing a preference for a three-year duration, however negotiations are not yet exhausted.

The “big ticket items” such as spread of hours, ordinary hours and Saturday overtime rates, have been, and will continue to be, debated by the parties. Of particular contention, is HP’s desire to expand the Individual Flexibility Agreements within the EA to include overtime rates, allowances and leave loading. The unions oppose these measures. Many other items on the claim have yet to be fully explored.

The unions have requested that HP support an EA report back meeting on site with employees at the East Sale base 12noon to 1pm on 19 October 2011. HP management has agreed to facilitate this meeting.

2012 ALAEA Introductory & Advanced Reps Scheduled Course Dates

Name of Course	Dates
Advanced Reps Course:	15, 16 and 17 May 2012
Introductory Reps Course:	21, 22 and 23 August 2012
Advanced Reps Course:	13, 14 and 15 November 2012

For more info contact ALAEA National Union Organiser Brad Stewart: brads@alaea.asn.au



JHAS – Tullamarine

In an attempt to pre-empt the outcome of the Court of Appeal's hearing scheduled for 11 October 2011, which until then, ties our hands to negotiate a Fair Work Act 2009 Enterprise Agreement, JHAS on or around 18 August 2011, rolled out common law individual contracts of employment to some employees.

On 23 September 2011, JHAS distributed a memo, which in effect stated that there are a number of employees that have signed individual contracts to change shifts commencing 1 October 2011. It has been reported to the ALAEA that local intelligence suggests that very few (if any at all) employees have signed individual contracts. In our opinion, the company memo is merely propaganda to encourage other people to sign.

The ALAEA continues to strongly recommend that no employee sign individual contracts. The only mechanism for JHAS to change rosters and shifts is via the John Holland Aviation Services Agreement 2007 (2007 EA) (Tullamarine). The individual contracts offered to employees on or around 18 August 2011 do not reflect mechanisms in the 2007 EA to implement roster & shift changes, and therefore, in our opinion, are not legally sound.

If JHAS does not use the mechanisms in the 2007 EA to change rosters and shifts, there is in our opinion, no legal obligation for people to change current working arrangements. If JHAS decides to use the 2007 EA in an appropriate manner to change rosters & shifts, then ultimately after a consultative phase, people would then have to change working arrangements.

The week commencing 19 September 2011, we wrote to the company in an attempt to set up a meeting to address these issues on site prior to 1 October 2011, to no avail. A message was also left on the General Managers mobile phone on 26 September 2011, to set up a meeting to deal with this matter, which to date has also been ignored.

Due to the Company not following the correct steps in the 2007 EA, JHAS may find themselves in a difficult situation with very few, if any at all, LAMEs to change working arrangements to suit customer requirements, come 1 October 2011.

Emirates enterprise agreement

There have been further email exchanges with Emirates management since the last EA meeting held in Melbourne in mid August, but Emirates have steadfastly refused to increase their current EA offer.

Both unions (ALAEA and ASU) have been working closely with employee bargaining reps in trying to convince the Company to make an improved offer. The Company have now advised of their intention to put a draft "Agreement" out to a formal vote of Emirates employees which is due to commence from 10 October and conclude on 17 October.



There are a number of concerns with the Company offer including the proposed EA fixed pay increase of 2.5% being well under the current CPI rate, severance pay amounts below the industry standard, the inferior TOIL provisions, Dispute Settlement procedure concerns and there remains a strong view that the EA settlement should involve some improvements to Staff Travel benefits.

Both the ALAEA and ASU will be advocating a NO vote in the upcoming vote and history shows that a strong NO vote outcome should lay the foundation for resuming negotiations and convincing the employer to provide a substantially improved overall EA offer.

Rex EA negotiations

Since the last report in the August edition of e-Torque, there have been a couple of further EA meetings with Rex management. Whilst the parties have made progress on resolving a number of items in the bargaining claim, there is at present still a large gap on the two key issues of the size of the base pay adjustment and an increase to annual leave accrual levels for shift workers.

There is a strong feeling amongst engineering employees at Rex that after many years of relatively low base pay increases due to the profit share and share gift arrangements, this next EA should deliver a competitive adjustment to the base pay rates now that the Company has been informed that profit share and share gift arrangement won't be part of the remuneration arrangement in the next Agreement.

Your negotiating team believes the current Rex offer is still short of the mark and not one that can be recommended to members in its current state.

Negotiations with the Company will resume at the next EA meeting which is expected to be held in late October.

Cathay Pacific bargaining round

Negotiations for a new Cathay Pacific Engineers EA commenced with a meeting held at the Company HQ in Sydney on 7 September. The ALAEA and Employee reps took the Company through the various items in the bargaining claim and the Company identified the points they would like to see addressed in the next EA.

It was agreed that the duration of the next Agreement would be a two-year period covering 2012 and 2013. The meeting was a productive one with reasonable progress made on a number of the key bargaining items. A full report has previously been distributed to members at Cathay.

The next meeting is scheduled to occur in Sydney on 30 September followed by a meeting in Brisbane on 3 November.



Qantas Tech Salaried Staff Classification Review

The ALAEA met with QF NDT Representatives and Qantas management on 28 September 2011 to progress the review. NDT members have done a lot of work in preparing a draft of position descriptors in the Hay format, which was presented to management for their consideration. The next step is for Qantas management to make any amendments and reach agreement with the employees on the agreed Position Descriptors to be put to Hay for assessment.

Qantas has indicated a target date for completion of the whole review for all departments by February 2012. Toward that aim Qantas General Manager People - Engineering Keith Clark will be appointing a suitable QF person as project manager for the overall project. This should speed up the review and ensure its completion. The ALAEA encourages our reps in each department to progress their preparation of the employee drafts for their respective position descriptors and to contact either Gary Norris or Lincoln Amos at the ALAEA Federal Office to report on progress and assistance where required.

Qantas Tech Salaried Staff Aircraft Airworthiness Dept Restructure

The ALAEA met with Qantas management on 21 September 2011, where consultation continued on the restructure and re-organisation. We were informed that the VR EOI process had been completed and Qantas were satisfied that they had reached an appropriate reduction in staff through the VR process.

Within the next few weeks the new organisation chart's positions will be filled and employees informed accordingly. From here on any individual issues will be dealt with on the merits and the ALAEA will represent members if and when problems arise. Over the years we have dealt with a number of re-orgs and restructures involving redundancies and whilst any redundancies are not desirable it is pleasing to acknowledge when management have done a good job in managing what could be a difficult process.

The management team, headed by Adrian Verkerke and David Wells, has genuinely listened to the ALAEA Reps their concerns, suggestions and members' suggestions. They genuinely took those on board and adopted some along the way. They canvassed employees for their input on the new structure and have budgeted for employees' development based on their individual training needs in the future. Credit is given where credit is due and our TSS Reps who have been involved in this consultation process have commented on how well it was done by Qantas management, as being "a model that should be followed in the future".

Exclusive Offer from VW

Volkswagen Group Australia is pleased to partner the ALAEA and offer the following discount to members.



- Up to 10% discount off the RRP of a new Volkswagen or Skoda vehicle
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Please see your [local dealer](#) for further details on the discounts available.

To be eligible for this deal, you must be a member of the Australian Licensed Aircraft Engineers Association members for a minimum of 3 months. To obtain this discount please contact the ALAEA Membership Team for an introductory letter, which you must present together with a current ALAEA Membership Card. Vehicles must be registered in the member's name.

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