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❖ NOTICE ❖

TO: JETSTAR MEMBERS

RE: PIA BALLOT TIMING AND CUTOFF DATES

Yesterday the Australian Electoral Commission (“AEC”) issued a timeline for the Jetstar ALAEA member Protected Industrial Action (“PIA”) Ballot. The ballot will open on Thursday the 27th September; with paper ballot papers sent to ALAEA member home addresses. If you have moved recently you may have to check that the address on the ALAEA membership system matches your postal address by calling or emailing the office. The ballot will then close at 10AM on Wednesday the 17th of October.


Prior to a PIA ballot we often find that many non-members who are considering joining do so prior to the ballot. They often do this so they are not potentially forced into a situation where they are made to work as strikebreakers when ALAEA members are participating in lawful activities in an attempt to get everyone a better Enterprise Agreement outcome. New members will miss the ballot if they are not joined by the date the ALAEA is required to send material to the AEC. The ALAEA would also need 24 hours for the Federal Executive to approve new members.

The Cutoff date for new members and address changes for anyone who wishes to participate in the Protected Industrial Action ballot will be close of business on Wednesday the 19th of September 2018.

At the same time that ALAEA names are sent to the AEC, Jetstar must separately send the AEC a list with all their employees. The AEC cross-checks that names appear on both lists. Jetstar are not given, or able to see, any list of ALAEA members. This information remains private. Currently 136 of 176 Jetstar LAMEs are ALAEA members.

Engineers who originally signed an appointment form nominating a person other than the ALAEA to act as their bargaining representative for these negotiations but have switched to ALAEA representation must send an email to Maciek Zielinski at Maciek.Zielinski@jetstar.com. The email must advise him the following – **I revoke my appointment of xxxxx xxxxx as my bargaining representative for the current Enterprise Agreement negotiations and have changed my bargaining representative.** You are not required to fill out a new bargaining agent form as the ALAEA has rights to automatic representation of members. Those who authorised another bargaining representative and do not send that revocation to Maciek will not be eligible to participate and may also have to work as strikebreakers.

The ballot is still a fair way off and plenty of more information will be released as required. Negotiations are continuing and hopefully no PIA will be required. However we need to be prepared now in case significant improvements are not made to the previous offer.


Steve Purvinas
Federal Secretary

12 September 2018

Mr Maciek Zielinski
Industrial Relations Manager
Jetstar



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By Email

Dear Maciek

Jetstar Engineering Enterprise Agreement Negotiations

I write on behalf of Australian Licenced Aircraft Engineers (“ALAEA”) members in relation to the ongoing negotiations for a new Enterprise Agreement at Jetstar. We met this week in what I would describe as a more constructive manner. The ALAEA substantially reduced our list of 38 claimed items down to 15; some of which now appear to be agreed in principle. We committed to providing further detail and specifying our claims in writing. This correspondence serves as clarification of our official position as put at the meeting on 10th September 2018.

No	Claim	Detail	Notes
1	5% pa wage increases over 4 years.	To apply from 1 July 2017 or upfront bonus in lieu of backpay. Adjustments made to cater for any postponement of outcome. Increase to apply to all wages and conditions.	The Qantas Group “wage freeze” policy is simply a wage claim of the airline. We reject that concept based on record profits, productivity gains made by our members and the increase in living costs. We request copies of MOUs for all sections and historical staff number movements for 5 years in order to support our productivity claim.
2	Sick leave to 110 hours pa.	As per national employment standards and recent decisions.	The majority of our members work 11 hour shifts and the NES provides for 10 days personal leave each year or 110 hours.
3	Time in Lieu to be increased to 46 hours.	Offer made of 45.6 hours.	This offer is acceptable to the ALAEA.
4	Duty Travel accommodation - A concise list of hotels to the Mercure standard within the Accor Group.	Offer made including a clause where Mercure standard to be minimum until existing contracts expire.	This offer is acceptable to the ALAEA. Prior to any vote consideration, members request a list of currently contracted hotels used by Jetstar.
5	Scrap bonus system for a	Roll bonus into base salary.	Bonus has not increased since 2009. Rolling bonus into salary would only increase overtime rates

	clearer, more transparent scheme.		however this increase is offset by the 10 year fix on the quantum of the bonus.
6	Overtime leave bank.	Seeking an opt in opt out scheme.	Currently offered "optional on each occasion" where management can reject any attempt to access leave bank is unacceptable.
7	Duty travel to be confirmed business where a business class seat is available.	As per Qantas LAMEs.	Much of the duty travel accessed by LAMEs is to recover unserviceable aircraft. LAMEs should be entitled to an aircraft seat where adequate rest can be taken prior to the work they must undertake at destination.
8	Workplace representative recognition.	Disband ECC. Side letter for ALAEA (union) representation.	The ECC structure is now obsolete and unions have entitlement to discuss all matters previously covered at ECC meetings. Provisions for a collaborative arrangement for the company and unions are set out in side letters offered to other Qantas groups.
9	Compensation for the introduction of NEO aircraft.	Offer previously made outlining payments and B2 LAME additional scope.	This offer is acceptable to the ALAEA.
10	Equal training opportunities for B1 and B2.	Side letter offered outlining spread of training.	This offer is acceptable to the ALAEA. We recommend Jetstar add further visibility to NEO training by setting training dates.
11	Job description for LAMEs and Supervision to be written into EA.	As per previous drafts sent to management.	This is a no cost item and will assist all persons covered by the Enterprise Agreement to understand the functions their salary encompasses. Draft clauses have already been forwarded to Jetstar negotiators.
12	Revise night shift payments and times.	Hours to be written into EA. Increases to PNS and additional nightshift rate to \$5000.	The night shift allowance should not be broken if an employee has not worked consecutive nights, shifting this to an annual allowance will fix this anomaly. The one hour fatigue reduction in shift length for those employees working late nights should be defined as hours worked towards the yearly quota of 2008 hours.
13	Remove clock system.	Move to written timekeeping system.	The clock system is arcane and diminishes trust between employees and staff.
14	Improved licence payments.	Customer aircraft payments to be included in the EA.	Seeking 737 and other customer licence payments to be defined in Agreement.
15	52 weeks accident make up pay.	As per Qantas Employees.	This would accord with other organisations in the industry and other Qantas Group employee groups.

Yours Sincerely



Stephen Purvinas
Federal Secretary