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❖ NOTICE ❖

TO: HAWKER PACIFIC MEMBERS – EAST SALE

RE: PROCESS FOR PROTECTED INDUSTRIAL ACTION BALLOT

Members are advised that, to date, there have been nine Enterprise Agreement (EA) negotiation meetings over the last seven months with very little progress being made. We have been asking for the company to supply a draft EA since October 2015. To date HP has failed deliver a draft EA.

Hawker Pacific East Sale EA meetings to date

	Date	Venue
1.	2 July 2015.	Sale Victoria
2.	4 August 2015.	Sale Victoria
3.	5 August 2015.	Sale Victoria
4.	25 August 2015	Sale Victoria
5.	26 August 2015	Sale Victoria
6.	6 October 2015	Sale Victoria
7.	20 October 2015	Sale Victoria
8.	10 December 2015.	Sale Victoria
9.	11 February 2016	Sale Victoria

Another date for a next meeting on 23 February 2016 has been set.

In all likelihood we could have another 9 meetings over another 7 months and the result would be similar. In the ALAEA's opinion HP are merely stalling and delaying the negotiations to deny members benefits such as future wage increases.

It is therefore necessary to move towards making application to the Fair Work Commission (FWC) for a Protected Industrial Action Ballot Order (PIA Ballot) which is a secret vote of whether members are willing to take legal, protected industrial action.

In order for a PIA ballot to occur the following steps need to take place for ALAEA members;

1. Members need to be financial members of the Association.
2. Current details need to be recorded at the ALAEA Federal office – that is your name, postal address, home email address and mobile phone number. To update your details contact the ALAEA Federal office via email membership@alaea.asn.au or phone 02 9554 9399.

“Guardians of Air Safety”

3. Upon instruction from ALAEA members, the union makes application to FWC for a PIA ballot.
4. Once the FWC approves the PIA ballot, the Australian Electoral Commission then mails the ballot to members for a vote within a set timeframe (usually 14 to 21 days).
5. Members need to post back their vote to AEC at least 4 days prior to ballot closing.
6. A majority of members need to register a valid vote and a majority of those who vote need to approve for PIA to be authorised. Once the Electoral Commission has declared the vote (if in the affirmative) then the ALAEA is obligated to provide HP with 3 working days' notice of when and what types of action or actions are planned to take place.

Any PIA must be taken within 30 days of the Electoral Commission declaring a valid vote otherwise the whole voting process has to occur again. Also; if, for example, there are four different types of PIA on the ballot and only two types are taken within the 30 day period, then the other two fall away and the two sets of PIA engaged are maintained.

Members are advised that HP are also entitled to engage in industrial action against employees after the ALAEA has provided notice of PIA to the company. The company actions against employees may include lockouts, or docking of pay for any action taken by members.

The ALAEA is providing this information not to scare people into submission. In fact the opposite is the case. We inform members of these facts so we go into any PIA campaign prepared and with our eyes wide open.

Members need to expect the unexpected once we go down the path of PIA.

The ALAEA shall operate within the parameters of the law (the *Fair Work Act 2009*) at all times therefore it is extremely important that members strictly adhere to the advice and information provided to you by the Association.

Brad Stewart
ALAEA
National Union Organiser