



ALAEA Quarterly News

- March 2023

The latest news, views, and announcements

INSIDE

News Updates

Pete Gill

Remote Maintenance

Employer Policies

AMC

IRC 21 - 23 March 2023

Thank you, Greg Cooper

Enterprise Negotiations

Airbus Oakey EA

Heston MRO EA

Eastern Australia Line EA

RFDS EA

QF TSS EA

United Airlines EA

REX EA

Legal Update

We have your back

Pay Cycle-PHII Longford

Technical Matters

Progressive Licencing

Know Your Procedures

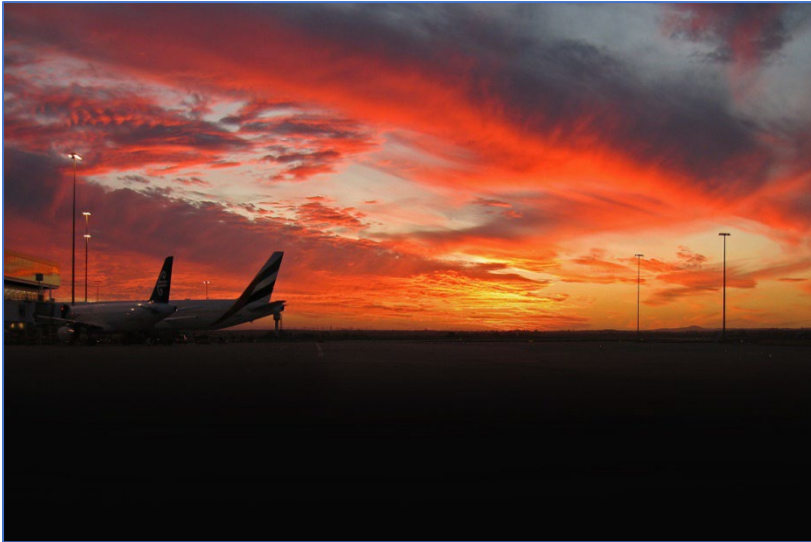


From Acting Secretary Pete Gill

(- by Acting Federal Secretary Pete Gill)

While Steve Purvinas is taking a bit of a break I have been filling in and there has been a significant amount of action within the ALAEA since the Qantas Group EA's at Qantas, Jetstar, Eastern and Network were approved by the FWC. In particular in WA with PIA in place to draw a reasonable EA outcome for members at CHC Helicopters and Virgin Regional (VARA).

The work done by the ALAEA staff often goes on behind the scenes and members don't see the long hours put in at short notice and the benefits we get from their experience and expertise. The most recent example was the remarkable win to put a stop to CHC's last minute attempt to have our PIA cancelled in the FWC working with the Offshore Alliance. We are seeing signs that CHC are having difficulty dealing with this legal and approved PIA and we encourage all members across the country to show them your solidarity, as was done last week by east coast members buying the west coast PIA participants a few small rewards. This gesture was warmly welcomed, and it makes CHC even more aware that you are all working together. Not only have the ALAEA staff been beavering away, Glynn Sowter and Steve Purvinas have recently received their Bachelor of Law Degrees. The learnings they have taken from their training has already been working well for us both in the court rooms and in the day-to-day dealings of the office. Congratulations.



Airbus Oakey

- by Glynn Sowter

After over 3 years of negotiations with Airbus, the Oakey Airbus Australia Pacific (Oakey) Enterprise Agreement 2019 was approved by the Fair Work Commission on the 13th of January this year.

The agreement came into effect from the 20th of January and expires on 6 June this year. Although the agreement has provided disappointing wage increases, we were able to fight off almost all the nasty changes sought by Airbus.

As an aside, the negotiations have outlasted two HR managers at Airbus, and the patience of all concerned.

The new Notice of Employee Representational Rights was issued on the 9th of March, meaning that negotiations for the replacement agreement have started before backpay has been settled for the current agreement! Hopefully this round is more amicable and productive.

At this stage, no employee representatives have stepped forward. I understand how fatiguing protracted bargaining can be, however, it really is important that we have members sitting beside us at the bargaining that will be covered by the agreement. I'm hoping that there is at least one glutton for punishment that will assist in this round!

Remote Maintenance - Coming Soon!

- by Chris Burleigh

With Admin Release, some MROs and airlines are attempting to reduce the number of LAMEs working on an aircraft during a check. There is now a concerted push by manufacturers to do the same. Say a spoiler control unit is changed in PER and needs data loaded but there is no appropriate LAME on shift, no problem, update will be done remotely by Airbus and the aircraft released to service by Toulouse (example only).

Attempting to make such 'maintenance' legal is what airlines are hoping to get on the agenda with EASA. Although more than one airline is involved, Airbus is the main promoter. This topic has been raised in some technical advisory groups of which AEI representatives are members. A nav data update is the example that is used by the manufacturers to get the EASA regulations changed. A bit of research by AEI has revealed that nav data is the thin edge of the wedge. Many other possibilities are being evaluated including mapping of the fuselage exterior by drones and comparing data to factory specs. (google '8tree dentcheck'). This could be utilised at an unmanned outstation after a lightning strike or GSE 'rash'. If within limits, a/c to be released to service by the manufacturer until the next manned port. No need to get a LAME to that port to get the a/c back into service. On modern aircraft the Network File Server has a mountain of information stored that could be used to reconfigure a system that might need it. Remote access, without any local input, is a possibility that some are wanting to explore.

This 'Jetsons' type of stuff might be happening overseas but NIMBY - Wrong! The nav data example is being discussed in Australia already. Speak to some of the LAMEs working with Jetstar in Melbourne. It won't be long before the management 'kool-aid' is being offered around - "Nothing to worry about here, data loads never go wrong"!!

This topic was raised briefly at the ALAEA Federal Conference, we had no idea that it would be hitting the Australian shores so soon. Please report to the ALAEA any examples of this type of 'remote maintenance' if you are, or might be, encountering it in your workplace.

Making Sense of Employer Policies

- by Glynn Sowter

If you've ever read your employer's policies and been left more confused than you were beforehand, you're not alone. In a recent unfair dismissal decision, the Fair Work Commission emphasized the point that *"employer policy documents and manuals must be accessible, understandable and reasonable in their terms"*.

The matter concerned the dismissal of a worker because of the employer's view that they had breached a policy that the Commission described as *"long, complex and legalistic"* which *"might make sense to copyright lawyers and some IT specialists, but probably no one else"* – I think we can all relate to some employer policies that fit that description.

The conduct in question was essentially deleting some data from a mobile phone. The lack of clarity in the policy lead to employee getting their job back and restoring the majority of her lost pay.

If you find your employer's policies and procedure hard to understand, ask them to provide clarity about what it is they actually expect you to do, or not do. Until they do, things will remain as clear as mud.



We have your back!

- by Sean Morgan

In my other article which appears in this edition I discuss the PHI Longford dispute. This was a dispute where the ALAEA was required to file an urgent application in the Federal Court of Australia (FCA) to restrain the intended actions of the employer from contravening the rights of our members under the *Airline Operations - Ground Staff Award 2020*.

It is no secret that FCA applications are considerably expensive. It includes courts costs and necessary barrister's fees. Nevertheless, it is very reassuring for me in my position as the solicitor, that no matter how small the matter, if it is one where the employer is intending to trample over the rights of our members, I will have no problem in securing the approval of our Federal Executive for funding a fight in FCA.

Progressive Licencing

- by Steve Re

Following recent consultation relating to expanding the use of exclusions during licence applications CASA is moving to the next stage of implementing facilitative changes.

The feedback from most people was that the move to allow future licences to be issued in a manner not unsimilar to the previous CAR31 was a positive step.

This will also assist current licence holders who wish to gain a new subcategory on their licence. CASA expect to be making good progress on this during 2023.

Heston MRO EA

- by Brad Stewart

Members employed by Heston MRO endorsed a ten point Log of Claims (LOC) that was served on the Company by the ALAEA on 15 February 2023.

There have been three EA meetings to date 20 February 2023, 6 March 2023 and 29 March 2023.

Some issues that members are keen to secure in a new EA are review of classification structure and grading system, 8% wage increase pa or CPI whichever is highest, improved roster arrangements and improved licence payments.

A draft EA has been distributed to the ALAEA however, we are currently working through the draft to make some modifications.

Once the drafting is complete Heston MRO will distribute the draft EA to members for consideration.

Eastern EA now in force

- by Noel Speers

The Eastern Australia Airlines - Line Maintenance Aircraft Engineers Agreement 2023, has been approved on 3 March by the Fair Work Commission and has come into operation from 10 March 2023.

AMC - - by Steve Fotoulis

Congratulations to the following ALAEA members on being picked to not only represent the ALAEA but also Australia at this year's Aerospace Maintenance Competition in Atlanta Georgia. LAMEs in Team ALAEA AMC 2023 are John Webb B1 Virgin, VIC, Shaun Wood B1 Horizon, NSW, Keith Blaik B1/B2 Virgin Tech, QLD, Marguerite Enright B1/B2 Alliance, QLD, Tyron Meintjes B2 RFDS, WA. Thank you to all those who applied and if you were not successful, we urge you to please apply again next time.

RFDS Western Operations EA approved

- by Noel Speers

After a lengthy period of negotiations, the Fair Work Commission approved the new Enterprise Agreement (EA) on 9 March and the Agreement comes into operation from 16 March. The EA has a nominal expiry date of 24 October 2024 and provides a significant change to the classification structure, 3.0% annual pay increases including back pay to 24 October 2021 and a Time in Lieu option.

TSS Agreement Approved

- by Glynn Sowter

After over four years of negotiating, the Qantas Technical Salaried Staff Enterprise Agreement has been approved by the Fair Work Commission. It came into effect on the 9th of March and expires on the 31st of December 2024. This means that it will operate for less time than it took to negotiate! The ALAEA is hopeful.





ALAEA Introductory Representatives Course 21 - 23 March 2023 - by Brad Stewart.



The ALAEA successfully conducted an Introductory Representatives Course (IRC) at ALAEA HQ in Bexley NSW between 21-23 March 2023. Some of the course content included the role of reps, meeting preparation and note taking, OHS/WHS, mental health and EA bargaining. Due to COVID 19 this was the first course since 2019.

Pictured front left to right: Nic Troode NTS WA, Gavin Moar-QF SIT SYD, Jade Kops-QF-TSS-SYD, Matthew Paynter-JQ-SYD, Srimal Fernando-JQ-MEL, Ben Manogue-VT-BNE,

Pictured rear left to right: Jamie Edwards-Auriga Airlines-QLD, Chris Balthy-NTS WA, Wes Miller-QF-PER, Brendan Ritchie-VT-DWN, Ben Fairfax-United Airlines-SYD, Robert Marsano-QF-SYD, Peter Robbins-VT-BNE, Tony Pappas-QF-TSS-SYD and Evan Winstanley-QF-BNE. 15 participants in total.

United Airlines EA negotiations have resumed

- by Noel Speers

The current United Airlines Maintenance Staff Enterprise Agreement 7 (2016-2019) nominally expired on 1 July 2019. Negotiations were well underway for a replacement Agreement in the second half of 2019 and early 2020 but the Covid 19 pandemic put a stop to the bargaining negotiations. In the interim period, the ALAEA concluded two MOUs with United that provided for pay increases of 2.5% from 1 April 2021 and 1 April 2022. After a three-year break, EA bargaining resumed at United's Sydney Airport office on 14/15 February 2023 between the ALAEA/member reps and the Company negotiating teams. The parties reviewed and updated the status of the previous claims and discussed the need for a substantial EA offer from the Company to ensure United remains competitive in the market to retain and attract Licenced Maintenance Technicians under the EA. The Company are considering the updated claims presented and further negotiations will be scheduled in the short term.



REX EA variation proposal

- by Noel Speers

A consultation process through the Workplace Relations Committee under the REX Aircraft Engineers Agreement 2021 - 2025 is currently underway between the parties to the Agreement. The aim is to reach agreement on including in the current EA additional aircraft licence payments by way of a formal variation to the current EA.

You can't change my pay cycle! - PHI Longford Dispute

- by Sean Morgan

In January a member working for PHI International in Longford, contacted the ALAEA and informed us that the company issued its Longford employees (most of which are LAMEs) with a company memo stating that it was going to unilaterally change the fortnightly pay cycle to a monthly pay cycle. Our members were not happy! Our Longford members are covered by the *Airline Operations-Ground Staff Award 2020 (AOGSA)*, and clause 19 of the AOGSA provides that:

19.1 -Wages must be paid weekly or fortnightly in arrears.

19.2 - Wages may be paid other than by week or fortnight by agreement between the employer and the majority of employees affected.

The ALAEA wrote to the company and advised them there intended unilateral change was impermissible as they did not have agreement of the majority affected employees. The LAMEs had earlier signed an ALAEA petition that PHI did not have their agreement. The ALAEA's representation to PHI, which was followed by others, fell on deaf ears.

The matter was finally settled after the ALAEA filed an interlocutory injunction in the Federal Court of Australia to restrain PHI. With the threat of looming Court action, PHI informed the ALAEA that it would not pursue its change to the pay cycle. Accordingly, the matter did not have to go to Court.

Know Your Procedures

- by Steve Re

If you work in CASR Part 145 AMO the work you do is covered under the AMO's Maintenance Organisation Exposition (MOE). The MOE is approved by CASA and it is a condition of the 145 approval that both the AMO and the employees comply with the exposition at all times. (See CASR 145.045)

The AMO must also ensure that the part of the MOE related to your work is provided to you before you begin carrying out your duties. (See CASR 145.080) The MOE must include details of the quality and safety management systems of the organisation. As these pertain to the duties being undertaken by LAMEs, particularly in relation to quality and safety investigations, it is a requirement that you have access to and are aware of the requirements of the MOE.

It is not uncommon for members to contact us after an investigation has commenced following a safety or quality incident and not be familiar with these obligations. Members should note that these investigations are required to follow Just Culture principles and generally there is no role for HR or IR management involvement until the engineering investigation has concluded.

It is important for members to contact either the ALAEA office or Representative for advice if you have been involved in an incident before participating in any investigation interviews.

Thank You - Greg Cooper

- by Rod Wyse

A Representative of the ALAEA is an incredibly important role and integral to the success of our association.

Unfortunately, one of our longest standing reps, Greg Cooper has resigned as a rep after 33yrs of committed service.

He was involved in 4 EBA negotiations at Ansett. The collapse of Ansett (Sept 2001) saw him heavily involved in ensuring members kept as much as was what was rightfully theirs.

At the end of 2001 Greg joined EAA (Now Qlink) where he again persisted in his role as a rep in some very challenging times, whereby a particular metals union was proving to be very divisive among members. Greg's tenacity has resulted in a tremendous membership saturation currently in effect at Qlink.

Throughout his time as a rep at Qlink has been involved in 7 EBA's and countless people related matters Greg, in my view, has always presented as the consummate gentleman and professional. His attention to detail and acute knowledge of the facts makes him an extremely valuable member of the ALAEA team and a formidable adversary for management.

On behalf of the ALAEA Executive and staff, I would like to pass on our eternal gratitude to you Greg.

For anyone thinking about becoming a rep but not sure about what is involved or the process. Please email me fedpres@alaea.asn.au



Produced by
Brad Stewart and
Pete Gill
Australian Licenced
Aircraft Engineers
Association

