



# ALAEA Quarterly News

- March 2024

The latest news, views, and announcements

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## Global Push for Open Skies

- by Steve Purvinas

**There is a renewed push to tear apart long-standing international treaties and laws that protect air travel rights within and between countries. If successful, airlines from gulf States will gain access to Domestic and International sectors whilst pushing for lower wages in the process.**

This debate is driven by countries that have no or minimal domestic networks including Singapore, New Zealand, Caribbean States, and the UAE. Opposing the small countries are Australia, the USA, and Russia.

From 16 to 18 April, ICAO's Air Transport Regulation Panel (ATRP) will sit in Montreal to consider changes. The International Transport Workers Federation (ITF), of which we are an affiliate, will be sending a delegation to again oppose any global move to an open skies policy. We argue that the changes would be in breach of certain protections contained in the 1944 Chicago Convention on International Civil Aviation.

In practical terms, foreign carrier access to our markets would undermine the viability of all Australian airlines. The ripple effect would cascade down to all levels of the fixed wing industry and see the reasonable employment conditions we currently enjoy watered down.

## Workers Compensation

- by Brad Stewart

Workers' compensation claims for genuine legitimate injuries caused in the workplace are a workplace right. There are 8 different state and territory jurisdictions being QLD, NSW, ACT, VIC, TAS, SA, WA, NT, and 9 jurisdictions all up counting Comcare.

It can be a daunting experience to be injured at work due to the employer's negligence. However, also having to navigate your way through some of the most complex sets of legislation and processes in Australia, can also cause psychological damage.

You are not alone! The ALAEA has set up professional relationships with specialist Workers Compensation law firms across the country to refer members to.

For assistance with any genuine injuries caused in the workplace regarding Workers Compensation, contact the federal office of the ALAEA (02) 9554 9399.

## Wage Price Index pulls ahead of CPI

- by Noel Speers

After trailing the CPI rate in recent years, the latest WPI for the December quarter 2023 was 4.2% which was finally ahead of the CPI December quarter 2023 increase of 4.1%.

## Auriga EA Wait

- by Steve Purvinas

On 9 January the ALAEA submitted a comprehensive document to Auriga that we say should become the initial company Enterprise Agreement. Since then, the company has not responded to the document and claim they need more time. Over the coming weeks we may need to exert some pressure on them to progress discussions. That work will continue with Helicopter Councillor Jamie Edwards, myself, and Doug Heath from the AWU.

## Retirement/Claims

- by Brad Stewart

If you are retiring from the workforce and are hearing impaired, do not delay making a worker's comp claim as some jurisdictions have a cutoff point. Call the federal office of the ALAEA (02) 9554 9399 for assistance.

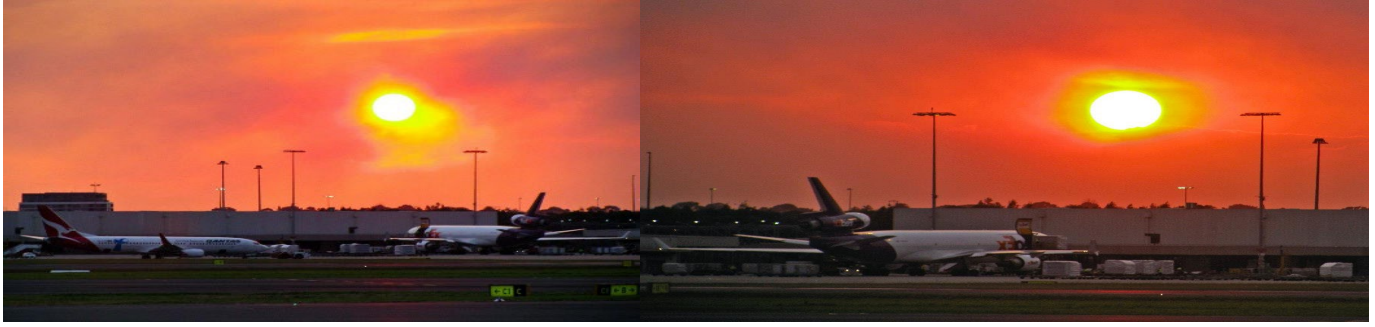
## Qantas Pay Errors

- by Steve Purvinas

The ALAEA has received many enquiries about an out of court settlement that impacts hundreds of incorrectly paid members. The matter has been finalised with the deed signed on 11 January 2024.

Due to the volume of corrections required, a maximum period of 6 months to adjust wages and compensate those covered by the deed was incorporated. It is expected that the first of the adjustments will be made shortly.





## DTA

- by Jamie Edwards

Some info for the touring engineers or those who do short trips and training where DTA is paid. Most people will be familiar with the Tax Determination issued by the ATO each year, usually in May. The current version is [TD2023-003](#) and lists the reasonable amounts for meals and incidentals relative to your income. Enterprise Agreements can have variations on these amounts. Interestingly enough, the ATO seems to think the more you earn, the more you eat! Most of us will get to this section and think, 'cool, that's what I can claim'.

### **4. The reasonable amounts only provide the maximum amount you can claim without being required to substantiate your expenditure...**

But if you read on or are lucky enough to have a conversation with the ATO along the lines of, 'You should provide an explanation and calculation of how each expense was incurred in the course of earning your assessable income and cross-reference your receipts and other evidence with the list of expenses. If we have not received any explanation for each expense, we will disallow those expense.'

Which pretty much overrules point 4 above so you do in fact need to keep records which can include:

- menus from places you ate at,
- credit / debit card / bank statements,
- cost of meals, and
- or other evidence.

This is direct from the ATO supporting document list.

A lot of us spend more time on tour each year than at home so this can be quite cumbersome to keep the required records. However, if you are subject to an ATO audit, you **WILL** need to justify the expenses claimed. The ALAEA recommends keeping a diary of meals and incidentals expended and retaining receipts where possible. If you prefer cash to card, make a note in your diary and have bank withdrawals to support the expenses.

## Non-Compliant Exposition Amendments

- by Steve Re

Following on from the article in the [September 23 Newsletter](#) the ALAEA continued to press CASA on the loophole allowing an Operator or AMO to make changes to their CASA approved Expositions without CASA reviewing the changes. This means that changes that could be non-compliant with the aviation regulations can be submitted to CASA for record keeping, and the Operator/AMO introduces the changes saying they are CASA approved.

CASA informed us in February that they were treating our concerns very seriously.

## ALAEA to seek an Intractable Bargaining Declaration (IBD) for the Tamworth LAMEs Enterprise Agreement

- by Noel Speers

At the time of writing, the ALAEA is finalizing an application to the Fair Work Commission for the Commission to issue an Intractable Bargaining Declaration (IBD) in relation to the replacement Tamworth LAMEs Enterprise Agreement. The IBD provisions in the Fair Work Act only became available through changes from June 2023 and the ALAEA are seeking to utilize these provisions to attempt to achieve a fair and reasonable bargaining outcome through a new Workplace Determination for members at Tamworth.

We have been forced to take this path due to the continued stonewalling and intransigence of the Qantas position which has continued to seek to impose an unjust two-year wage freeze in any new EA before there can be any further annual pay and allowance increases to apply. Qantas also continue to refute the need for a 'market adjustment' to lift the pay rates of Tamworth members to competitive rates in the industry. Barrister Leo Saunders will be leading the case for the ALAEA in what may prove to be a landmark case.



## CASA Enterprise Agreement

- by Noel Speers

After over 8 months of negotiations involving several unions including the ALAEA, a new EA has recently been approved by the Fair Work Commission and came in operation from 11 March 2024. The pay outcome is consistent with the APS public sector pay outcome negotiated with the Albanese federal government in 2023. The initial 4.0% pay increase was backdated to apply from 17 November 2023 with further increases to apply from 17 November 2024 and 2025.





### Enterprise Agreement Negotiation Watch

Enterprise Agreement	Status
Airbus Darwin	Expires June 2026
Alliance Brisbane	Expired May 2023 Negotiating
Alliance Nth Qld	Expires Oct 2024
Alliance Perth	Expires Aug 2024
Auriga Helicopters	New - Negotiating
Babcock	Expires Mar 2025
BAE Systems Australia	Expired Jul 2018
Carbine Services	Expired Jun 2022
Cathay Pacific	Expires Dec 2024
CASA	Expires Nov 2026
CHC Helicopters	Expires Jun 2027
Cobham Base	Expired Jun 2021
Eastern Line	Expires Dec 2026
<b>Eastern Tamworth</b>	<b>Expired Jun 2021 PIA 100% in favour</b>
Emirates	Expires Jun 2025
Hawker Pacific Sale	Expires Sep 2024
Heston	Expires Mar 2028
Jet Aviation Cairns	Expires Dec 2025

Enterprise Agreement	Status
Jetstar	Expires Dec 2026
Leidos	Expires Jun 2027
LifeFlight	Expired Jun 2025
Network	Expires May 2026
Northern NSW Helicopters	Expired Jun 2026
Northrup Grumman	Expires Jun 2026
Panasonic	Expired Jun 2023 Negotiating
PHI International WA	Expires Feb 2027
Qantas LAME	Expires Dec 2025
Qantas Tech Salaried Staff	Expires Dec 2024 Negotiating
REX	Expires Jun 2025 Negotiating
RFDS WA	Expires Oct 2024
Sunstate	Expires Jun 2027
Toll Aircraft Maintenance	Expired Jun 2021
Toll Helicopters	Expires Jun 2025
United	Expires Jul 2026
Virgin Tech	Expires Apr 2026
Virgin Australia Regional Airline (VARA)	Expires Jun 2025

## Modular Licencing

- by Steve Re

The option for new LAMEs to access a Modular Licence is now available from CASA. Essentially it will permit the initial issue of a licence with exclusions - something Part 66 licencing appeared to be unable to do, until now.

The changes mean an initial licence limited to say, Electrical or Airframes is able to be issued. The licence will be able to be gained through training at a Part 147 Category training school, or by Self-Study (Part 66 Module Exams and completion of the CASA Practical Logbook).

It appears at this stage removal of exclusions from a modular licence can only be achieved through Part 147 training. We expect this is something that will be addressed in the near future via a regulatory amendment.

Information on Modular Licencing can be found on the CASA website:

- [Modular Licensing](#)

The CASA Logbook and User Guide can be found:

- [Logbook](#)
- [User Guide](#)

## New Sunstate Engineers Enterprise Agreement

- by Noel Speers

After negotiations through 2023, the new Sunstate Airlines Pty Ltd Aircraft Engineers Enterprise Agreement 2023 was approved by the Fair Work Commission and came into operation from 5 February 2024. The new EA provides for a revised classification structure and for annual pay and allowance increases to apply from the first period on or after 1 January 2025 with subsequent increases from 1 January 2026 and 2027.

Produced by

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