



AVIATION & MARINE ENGINEERS ASSOCIATION

Newsletter - March 2014

AIRCRAFT ENGINEERS INTERNATIONAL

Over the years, we have reported on the activities of the Aircraft Engineers International (AEI) to which the AMEA is affiliated. AEI is the international body which promotes the interests of Aircraft Engineers worldwide. Trevor Lee from Christchurch is on the Executive Board and has been for over 20 years. Last November, the annual conference was held in Melbourne which allowed the AMEA to send along with Trevor, Allen Kennedy (Line), Kevin Bryce (Hangar) and Jacqui Roberts (National Secretary).



Left to right – Trevor Lee, Allen Kennedy, Jacqui Roberts, Kevin Bryce

It was fortuitous that we attended the conference last year given the proposed changes which are on the NZ horizon for aircraft engineer's qualifications. Changes have already occurred in Europe and Australia [2011]. The AEI has had some input into these changes because Fred Bruggeman (AEI Secretary General) is on the EASA Advisory Board.

It was interesting to see that the challenges we face in NZ are the same as those being faced in the rest of the world. On the first day there was a session where the conference participants identified issues that were of a concern to them. These issues were discussed in more detail at the conference;

- Outsourcing
- Maintenance on demand e.g. over the phone
- Pilot maintenance
- Training standards of Engineers, apprentices and unlicensed
- Fatigue management
- Non reporting / recording of defects especially by pilots
- Progressive maintenance
- Regulator audits and lack of transparency
- The future of regulation and who will control it, etc

Under EASA the current licensing system will be replaced by the following qualifications;

Category A (Cat A) level employees who can perform limited defined tasks, but not supervise. This is mostly seen as line maintenance work.

Category B1 (Mechanical) and B2 (Avionics) align with current rated engineers. They provide supervision and maintain the certification process for release to service of maintenance.

Category C employees are authorised to release base/heavy maintenance checks or major modifications.

In Europe, B1 and B2 employees are being replaced with "**competent employees**" The company determines their competency and provides an internal authorisation, but to be compliant with EASA rules, the airline still requires a few B1 and B2 employees to oversee their work.

We understand that the airlines are trying to remove the influence of the LAME. They believe that the airline is best placed to determine their maintenance requirements and whether or not a plane is fit for flight. In Australia CASA are taking their guidance from EASA. It appears that NZ will be following Australia also in the next few years if the Air New Zealand Technical Operations (ANZTO) licensing committee is any indication.

ANZTO has said that the Licensing committee should not have any union involvement. The AMEA must have input into the Licensing committee. It is a union issue as it affects the careers of all of our LAME's and potential LAME's. The AMEA has made this clear to ANZTO.

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General Meetings:
Auckland:
Tuesday 1st April 2014
Tuesday 6th May 2014
Tuesday 3rd June 2014



EASA vs. FAA Regulations

The AEI has done a large amount of analysis and comparison between EASA (European Aviation Safety Agency Regulation) and FAR (Federal Aviation Regulation).

The AMEA has copies of this paper. For those who are interested please contact the AMEA office.

Note: Under the EASA regulations a Maintenance Repair Organisation can self audit.

Fatigue

Another issue that the AEI was trying to tackle is fatigue. They were interested in putting out some guidelines around working hours. Unfortunately, there is a practice at Southwest Airlines where engineers work a "Double, Double" i.e. 18 hours work, 4 hours rest and then another 18 hours work, for 36 hours pay. Consequently the proposed working hours and shift lengths proposed by the AEI were not likely to be agreed by all affiliates!

Networking

One of the advantages of getting a group of aviation engineers together is to exchange stories about their experiences. There were good and bad stories exchanged, but most importantly it is important to use those stories and learn from them. Just like defect reports should be used in recurrent training!

Several office holders from the ALAEA addressed the conference. It was frightening to hear stories about Maintenance Repair Organisations that Air New Zealand was looking to send the ??? upgrades to be done at. You will be aware of some of practices overseas as the ALAEA has publically released some of this information to try to keep their work in Australia.



Does this look familiar (circa 2005)?

If you are interested in learning more about the AEI you can join them on facebook or go to; www.aircraftengineers.org

NEWS BRIEFS

AVIATION



Air New Zealand

Collaboration / High Performance

The company is promoting a new way for unions, members and the management to engage and therefore create a high performing organisation. The union officials, delegates and some of the members from Technical Operations have met with Dr. Tom Schneider from Restructure Associates to hear the philosophy behind this. Although there is some skepticism that this process will be completed i.e. here we go again, the members who attended the meetings endorsed the AMEA taking the first steps to go down this path.

Flight Planners

After a somewhat protracted negotiation the Collective Agreement was ratified. Year 1- 2.25%, Year 2 - 2.25% and 1.125% for 6 months.

Line Maintenance

New shift patterns have been implemented in Auckland, Wellington and Christchurch. Some of those who volunteered for redundancy have been accepted.

Air New Zealand is attempting to appeal the Employment Court ruling to the Court of Appeal. Air New Zealand must get the agreement of the Court of Appeal to do this by meeting certain legal criteria. The AMEA does not believe that the Company has met these criteria and we are opposing their application. The hearing has been set down for Monday 7 April in Wellington.

Hangar

The Production Leader role has been disestablished and a "new" role of Duty Manager created. Some of the Production leaders were successful in getting a role but the others have been made redundant.

Some of the Aircraft Workers in the Auckland Hangar who volunteered for redundancy have been accepted and given a release date in June/July 2014. There will be more voluntary and possibly compulsory redundancies next year.

Salaried Group

The Collective Agreement does not expire until August 2014, but we have called for claims in anticipation of negotiating early.

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Christchurch Engine Centre

With the planned consolidation of the facility in Christchurch no longer including a fully functioning kitchen, the Engine Centre needed to find a solution to its contractual obligation to provide an evening meal to the evening shift workers. The initial buyout offer from the company was rejected late last year and since then the company and union reps having been working on finding a solution. A local supplier who can deliver pre-packed meals was identified and after much "taste testing" by our local reps Bob Scott and Allan Wilkinson, a recommendation was put to the membership to accept this alternative solution rather than an ongoing allowance. This was accepted by the membership last month.

Emirates

Bargaining has been initiated and we are currently reviewing our claims.

INDUSTRIAL

Fonterra

We have concluded negotiations. Two year term with 2.8% and CPI Plus 0.5% (Dec 2014 quarter). Currently balloting the offer. We have a new members who have joined us from Kapuni and Edgecumbe - Welcome aboard!

Watercare Process Workers

Currently negotiating.

Ravensdown

Ratified 1.3% 12 month term.

Silver Fern Farms

Finegand/Pareora Salaried and Shift Engineers negotiations are all stalled. Looks like there could be another 12 month pay freeze.

Pareora Trades Guild

The 12 PTG members have joined the AMEA and are in the process of winding their union up. Welcome to the AMEA guys.



If you wish to receive the newsletter by email only, please contact the office with your current email address. Also, a reminder if you have changed any of your contact details please inform the office.

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MARINE



Golden Bay

GW of 2% and 2.75%.

Scholarship of \$200 per week for Marine Engineer graduates getting sea time.

Pacifica

Has been taken over by Swire's (China Navigation). The members will stay on their same terms and conditions of employment. The employers name has changed to "Rakino NO1 2013 Ltd".

Awanuia

Has been taken over by Ports of Auckland who are negotiating their Collective Agreement. A difficult negotiation but back pay has been agreed upon. Shift Pattern still to be agreed.

Port of Napier

After mediation an offer was made of 2.25% plus an increase in non taxables of \$1,000, 3.5% and 3.75%.

Holcim

Been offered a 3 year deal backdated - 2%, 2% and 2.75%. Will go out to ratification shortly.

Centreport

Offer of 3%, 3.5% and 4% on all salaries and allowances (inclusive of travel).

KiwiRail

Run agreement has been agreed to. Aratere is now in Singapore for repairs.

CTU Meeting

CTU asked for input from the unions to changes to Maritime regulations.

WANTED WANTED WANTED – MARINE ENGINEERS for work.

Please contact Stan or the AMEA office.



THE END OF AN ERA

There is nothing more constant than change.

On 1 July 2000, Pat Lott came to work at the AMEA as our new office administrator. Now, after almost 14 years Pat has decided that it's time to retire.

Pat has been a constant in the AMEA office running it efficiently and seemingly effortlessly over the years. She was always cheerful on the phone and has got to know many of you very well over the years.

The AMEA wishes to thank Pat for her contributions over the years. Pat has worked with four National Secretaries and seen quite a few colourful employers, members and union officials come and go.

This is a sad loss for the AMEA however a new and exciting chapter for Pat. We wish her all the best for a long and happy retirement.



Pat Lott

OBITUARY - Written by John Bainbridge

Darryl Hugh Pert, Inaugural AMEA (formerly NZIMPE) President.

Sadly, on the 23rd February at the young age of 72, our Past Association President Darryl Pert, passed away.

Darryl spent most of his career as an electrician with The Union Company of NZ with the exception of a period from 1965 to 1970 when he sailed with the Crusader Line. Darryl was always a strong supporter of the work of the Institute and ultimately became President in 1989. As Institute President he was instrumental, with others, at a time when the large unions and CTU were threatening the existence of small unions and their assets, in forming the Association in compliance with the new government legislation.

Darryl was elected in 1990; as the first President of the Association, and in those troubled times, when we had many industry redundancies, Darryl was a steady hand on the tiller. In the early nineties unions were attacked by a succession of draconian labor laws, and changes to legislation which reduced the rights of all our members and undermined the traditional areas of work of our skilled membership. The fact that the Association survived and became stronger is in no small part due to the wise guidance of Darryl.

The maritime industry also conducted a Maritime Task Force in the futile hope we could save the NZ maritime industry and as part of the outcomes, Darryl was required, as an electrician, to retrain as an engineer watch-keeper. This was an imposition he continued to accept even with the demise of the Union Company and under the management of Anglo Eastern.

Darryl remained on the Executive committee until 1997, but continued to be an active member attending almost all general meetings and continued as AMEA trustee. Darryl was recognized for his contributions to the AMEA becoming an inaugural life member in February 2013.

We are sure all Association members will agree we have lost an outstanding colleague, loyal friend and good shipmate and extend our deepest sympathies to his family.



Darryl Hugh Pert

AMEA NATIONAL SECRETARY NOMINATIONS

Nominations for the position of AMEA National Secretary are being sought. This is an elected position for the period of 4 years commencing in August 2014.

Nominations open on 3 April 2014 and close on 14 May 2014. Nominations can only be made by financial members of the AMEA and nominees for the role must indicate their acceptance of the nomination. In the event that more than one nomination

is received for the position, elections will be held by postal ballot.

Nomination forms, copies of the role description and salary range can be requested by contacting the Returning Officer at the AMEA office. Phone (09) 358 0050 or email union@amea.co.nz.