



As a professional within aircraft engineering, how can joining the ALAE branch of Prospect help me?

YOUR FUTURE AT WORK



YOUR VOICE IN THE AVIATION

BETTER OFF WITH THE ALAE BRANCH OF PROSPECT

Members of ALAE are now a branch of Prospect. Together we are the leading UK union for professionals working in aviation with members in air traffic control, navigation and communications systems, accident investigation and regulation of the industry. You may be new to aircraft engineering or have been there a few years. Either way the ALAE branch of Prospect is there to protect you and help you make the most of your job.

On any condition of employment we:

- **advise** on problems you may have with your employer
- **represent** you in discussions or meetings with management
- **assist** your professional career development
- **negotiate** changes to your terms and conditions where we have an agreement with your employer
- **protect** your redundancy rights and defend your pensions

SPEAKING UP FOR AIRCRAFT ENGINEERING PROFESSIONALS

Prospect is the trade union for anyone working in an aircraft engineering environment. Professional engineers, technicians, tech services and many other specialists throughout engineering – from design and manufacture to maintaining and operating all types of aircraft. General aviation, Rotary wing, business or large commercial aircraft. We are your voice.



INDUSTRY



ALL CHANGE WITH THE PRIMARY REGULATOR

In 2003 the European Commission was handed responsibility for aviation legislation and rulemaking for all EU member states. The commission discharges this responsibility through its European Aviation Safety Agency, EASA. Bringing almost 30 different European national authorities together was never going to be a simple or overnight process and has resulted in some difficult and challenging moments. The aviation landscape has changed dramatically but remains a long way from the level playing field that was promised. The ALAE branch of Prospect remains actively involved in the levelling process, thereby protecting your status.

ACTION ACROSS THE INDUSTRY

Amid all this change the ALAE branch of Prospect has campaigned hard on safety. We are involved in many wide-ranging activities such as influencing the regulator and any proposed regulatory amendments. We continue to campaign for more transparency during the European rulemaking process and remain convinced that EASA national authority audit information should be in the public domain. As a founding member of AEI (Aircraft Engineers International) and with our long standing participation on committees such as CHIRP, UK Flight Safety and the Royal Aeronautical Licensed Engineers standing committee, we continue to champion strict adherence to technical, safety, environmental, trading and employment standards

PROSPECT – EXPERTS AT WORK

The key to increasing our influence is for you to engage with your association. We have kept up the pressure over skills and safety within the industry but a longer-term approach, ensuring the creation of more jobs, relies heavily on workplace support.

ALAE'S WIDER INFLUENCE

The ALAE branch of Prospect works with all key stakeholders in the industry – including government, civil servants, employers and regulators. We are represented on the EASA Advisory Board, EASA Safety and Standards Committee (SSCC) and internationally via ITF (International Transport Federation) and its European subsidiary, ETF. Through these activities we ensure that the Aircraft Engineers Maintenance Licence remains part of a balanced aviation policy. The ALAE branch of Prospect has represented the interests and concerns of specialists at every step, with expert input and submissions to government, parliamentary committees and EASA.

NETWORK IN THE ALAE BRANCH OF PROSPECT

We provide:

- a network of local **representatives**
- **personal** representation to management
- professional **negotiators** on pay and conditions
- expert **advice** on the law, pensions, pay, health and safety

MAKING A DIFFERENCE

Where we have an agreement with your company we negotiate pay and conditions. Allowances and expenses, like annual leave, maternity rights, time off for training and motor mileage, are reviewed and negotiated by Prospect.

Even if we do not have an agreement with your company we can still represent you. If you have a personal problem – and about one in ten members do each year – Prospect will advise and represent you. Every day we sort out members' problems with line or senior managers.

Your job could be reviewed, contracted out, relocated or closed down. The only body arguing for the interests of specialist staff across the aviation industry is the ALAE branch of Prospect.

WHAT CAN THE ALAE BRANCH OF PROSPECT OFFER A SERVICE LEAVER?

Our executive board consists of members who are actively employed within the aviation industry. A number of members come from ex-military backgrounds and they have gone on to pursue successful careers in civil aviation. The ALAE is therefore in a unique position to advise service personnel seeking employment in the civil aircraft maintenance sector.

JOIN US – TOGETHER WE CAN MAKE A DIFFERENCE

ORGANISATION IN PROSPECT

Our representatives cover every workplace, organised in branches and sections. They are professionals like you who give up their time to assist colleagues at work.

Our reps in the aviation industry are part of a national network of more than 4,000 people trained by Prospect across the public and private sectors. They are elected by members to represent them, assisted by Prospect's full-time negotiators and support staff.

A VOICE FOR PROFESSIONALS

The union's presence on your behalf or at the negotiating table is recognised by law. Where we have agreements in place, employers are legally obliged to consult Prospect over changes to working practices, health and safety matters, redundancies, pensions and pay. On wider issues we make sure the views of professionals are heard at joint meetings with management, from local workplaces to chief executives.

We ensure your employment rights are honoured; for instance, to have a grievance heard or your appraisal fairly carried out. When we need to, we take and have won appeals to internal and external tribunals.

BENEFITS AND SERVICES

- free legal advice
- compensation scheme for accidents and diseases
- career development training to improve your employment prospects
- financial advice
- a wide range of benefits and services, including discounts on life, motor and home insurance

The benefits of membership are widely shared by professionals across the aviation industry.

GETTING RESULTS

Where we negotiate, Prospect improves the shape and size of pay awards. By reaching agreements with your employer on conditions at work, we improve on your statutory employment rights. Through us, the arguments you put can retain and save jobs, protect and develop skills, and enable a professional input to decisions. Join us – and change your working life for the better.



professionals in:

- agriculture
- aviation
- defence
- education and children's services
- energy
- environment
- health and safety
- heritage
- industry
- IT and telecoms
- justice and law

UNION FOR PROFESSIONALS

**If you would like
to join the ALAE
branch of Prospect**

You can join us online at www.prospect.org.uk

For an application form, email us at

enquiries@prospect.org.uk

or write to:

FREEPOST PROSPECT MEMBERSHIP

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