

Dear Mr Joyce and Mr Evans

February 13, 2020

Re: Jetstar's Offer

We refer to the above.

As a result of the discussions held today we, TWU Delegates from all ports across the country representing hundreds of Jetstar employees, have reject Jetstar's offer as presented on 10 February 2020.

This offer is substantially worse than the agreement we are now working under, which currently fails to meet minimum award standards. We have set out how the offer as it stands cannot be accepted.

Jetstar's Unfair Claims

We are also particularly concerned about the attack on our existing conditions, such as:

- More onerous requirements to take personal leave
- Capping redundancy payments, particularly at a time where you are training up a labour hire contingency workforce from companies such as Swissport which exploit their workforces, including paying them below award payments and conditions.
- The ability to demote people without proper process or consultation
- Forcing/capping annual leave at 5 weeks
- Making it more difficult to take personal leave

Key Claims Rejected

The offer falls short in a number of key areas that we have expressed to you over a number of months. These include:

- Rather than spending time and money training an exploited labour hire workforce, bringing all existing part-time employees from 20 to 30 hours each week
- Working with us to develop a fairer, more stable and family friendly roster where we receive penalties for any shift changes with under 48 hours notice, as occurs in the rest of the aviation industry and under the minimum award standards
- Promoting employees who have been performing higher duties over 12 months rather than keeping them at a lower level. There are some employees who have been performing higher duties for over two years and have still not been promoted
- No forced cashing out of days off in lieu
- Permanent workers offered hours before exploited labour hire
- Personal and annual leave recognised as time worked for overtime purposes

Not in Good Faith

We are of the view that Jetstar has not listened to us as Delegates and the hundreds of members we represent. You have rejected our key and modest claims as well as attacking our current conditions.

When we dared to stand up and fight for a fair deal you intimidated members by directing them to reveal whether or not they were union members, a clear attack on our freedom of association.

After we took protected industrial action, as is our right in this country, you withdrew the bonus payment in response.

You are now telling us that if we dare to vote against your 'take it or leave it' offer you will withdraw our backpay.

As a workforce we made the hard decision to accept an 18 month wage freeze when times were tough for the company. In our case we endured two and a half years without a rise in our base rate of pay between September 2013 and March 2016.

We are already the lowest paid workers in the aviation industry – our current rates as stated in our existing Enterprise Agreement are below minimum Award rates (even accounting for 3% backpay) and under your offer rates as stated in the proposed new Enterprise Agreement will likely fall below the minimum Award standard in July. Conversely the Qantas Group is now making over \$1 billion in profit and Jetstar is highly profitable.

Mr Joyce and Mr Evans, we don't believe our claims are over the top. We ask you to reconsider your position, return to the bargaining table and meet our claims.

Yours sincerely

