

Q&A ON JOB KEEPER PAYMENT – WHAT WE KNOW SO FAR

We are pushing hard to ensure all TWU members have access to the most up to date information from the Government. As this legislation is yet to be finalised, there are still a number of unresolved questions and we are lobbying hard on behalf of members. Together we will fight to demand employers and the government stop squibbing and:

- Pay superannuation on payments
- Recredit any leave utilised as an alternative to unpaid stand down
- Ensure all workers have access to Job Keeper payments regardless of employment type or visa status
- Commit that shareholder dividends and executive bonuses are not paid until workers are reimbursed

Being union matters now more than ever. If you or anyone you work with is not yet a member, join now: www.twu.com.au/join

Am I eligible?

Eligible workers:

- are currently employed by the eligible employer (including those stood down or re-hired);
- were employed by the employer at 1 March 2020;
- are full-time, part-time, or long-term casual (a casual employed on a regular basis for longer than 12 months as at 1 March 2020);
- are at least 16 years of age;
- are an Australian citizen, the holder of a permanent visa, a Protected Special Category Visa Holder, a non-protected Special Category Visa Holder who has been residing continually in Australia for 10 years or more, or a Special Category (Subclass 444) Visa Holder; and
- are not in receipt of a Job Keeper Payment from another employer.

Your employer must register for the subsidy and provide evidence of your employment relationship. In aviation, Dnata Catering & Ground, Menzies Ground & Cargo, Virgin Australia and Qantas have confirmed they are applying for the subsidy.

What do I need to do?

Employees will receive a notification from their employer that they are receiving the Job Keeper Payment. The majority of employees will need to do nothing further.

Employees in the following circumstances will have additional obligations.

- Employees that have multiple employers must notify the employer that is their primary employer.
- Employees that are not Australian citizens must notify their employer of their visa status, to allow their employer to determine if they are an eligible employee.
- Employees that are currently in receipt of an income support payment must notify Services Australia of their new income.

Are we still getting taxed on the \$1,500?

The \$1,500 payment per fortnight is before tax. The taxable amount will depend on your earnings. Your employer will be able to calculate the amount.

Is this Job Keeper payment means tested if you have a partner?

No, the Job Keeper payment it is not means tested for partners income. Please note that the Job Seeker payment is.

When do payments start?

Your employer won't receive the payment until 1 May, however it will be backdated to 30 March. If your employer is able to do so, they should continue paying you and will be reimbursed. However, it may be the case that if your employer is unable to pay you until the subsidy comes in you may receive a lump sum on 1 May. We are seeking clarification on this.

YOUR ENTITLEMENTS

I have already been stood down without pay. Will I still get the payment?

For workers who have been stood down without pay from 1st March 2020 and you and your employer meet the eligibility requirements, your employer is able to apply for the \$1,500 a fortnight before tax payment for you. Your employer must still have you on their books or put you back on their books to be eligible. Payment starts from 30 March.

Do I have to use all my leave before getting the payment?

The TWU is seeking further clarification on the current arrangement and fighting hard to ensure workers are not forced to take leave.

We are fighting for companies to commit to providing you the freedom to use your leave as you choose. Dnata Ground and Catering has been the first company to confirm they will allow workers to choose whether to continue with planned leave, cancel leave, or use leave to top up the subsidy. We are fighting for all companies to follow Dnata's lead.

We understand until the question of how leave entitlements interact with the \$1,500 payment it is hard to make decisions. We will update you as soon as we know more.

I'm a casual and will reach the 12 month requirement with my employer while the scheme is in place. Will I then become entitled to the job keeper allowance at 12 months or remain on job seeker?

We are seeking further clarification on this under the current arrangement. Workers and unions are campaigning hard to ensure no worker is left behind, including short-term casuals and visa holders.

IF YOU'RE STILL WORKING

I am stood down but still getting some shifts, what will I be paid?

If your employer is receiving the wage subsidy, you will be paid a minimum of \$1,500 a fortnight before tax. This means that if you earn an amount below this, the subsidy will top up your wage. If you earn more than \$1,500, you will be paid what you have earned, and the subsidy will support your employer to pay you (more on this in the answer below).

Is there some threshold, how much can I work somewhere before losing the payment?

There is no threshold as long as your employer is eligible for the scheme. For example, if you are still working your **normal hours** and normally earn \$3,500 per fortnight before tax your employer should continue to pay you your regular wage including superannuation and leave entitlements. Your employer can apply for a \$1,500 subsidy to help keep you employed.

Please note you only qualify for one \$1,500 payment per fortnight from one employer. If you have two jobs, you have to nominate your primary employer to make the claim.

Will my new casual job impact the ability to receive the \$1500 payment?

If you have multiple employers you will need to notify your primary employer – the one you wish to receive payment from.

If I'm still working, do I have to stop working if my employer applies for the Job Keeper payment?

No, this is designed to keep people employed and if you are still working you should continue to receive your regular income and entitlements according to the prevailing workplace arrangements. In this instance your employer will receive the wage subsidy to help them keep you employed.

We continue to push for answers on any outstanding questions and will update you as soon as we can. We'll also provide information on how you can get involved with our fight to ensure no worker is left behind and superannuation is included.

**TOGETHER, WE ARE STRONGER.
JOIN NOW FOR A BETTER FUTURE.**

www.twu.com.au/join

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