



AVIATION NEWSLETTER

10 AUGUST 2020

A national plan for aviation has never been more crucial than it is now. Victoria flooded by a second wave, ongoing border closures, thousands of job losses confirmed in the Qantas group and now Virgin, Dnata and SNP workers still locked out from JobKeeper, and JobKeeper payments to be slashed from September and again in January. This is one of the toughest years we'll go through, but we are in it together and we will not stop fighting.

SOLIDARITY WITH VIRGIN WORKERS



It's been a tough few months for Virgin workers wondering what was in store for the future of the airline. This week, job losses were confirmed when Bain Capital announced their plan for Virgin 2.0, in which around 1/3 of the workforce will be made redundant. It's an announcement that brings heartache to many workers who just want to continue working for the company they love. We stand with you all at this difficult time, and we'll be hosting a webinar for all Virgin workers on Monday at 3:00pm AEST with more information.

JOIN THE TWU BRIEFING, MONDAY 10 AUG 3PM AEST: bit.ly/VirginBriefing1008

A FULLER CAPACITY AIRLINE

Although the job losses are devastating, we must congratulate all Virgin delegates and members for achieving a fuller capacity Virgin rather than a low-cost model. This has saved thousands of jobs and put Virgin in a good position to grow again once the pandemic is over.

The plan for Virgin will include:

- **At least 6000 jobs retained**
- **VARA operations**
- **Tiered classes**
- **Airport lounges**
- **International operations post-pandemic**

We understand the bulk of the job losses will come from head office, international long-haul and TigerAir, with a further 193 from short-haul cabin crew and 87 from pit crew. We are pushing hard to ensure that those made redundant will be put onto a re-employment list and prioritised when future jobs become available. We are working with the company on the timeline for the redundancy process, to utilise JobKeeper payments as much as possible, while we also continue the fight for AviationKeeper support from the government.

We've been regularly updating delegates and members throughout this process and will continue to provide updates as they emerge.



Click [here](#) to watch TWU delegate Joe Hutchings on ABC, Wednesday night.

KEY DATES:

25TH AUGUST
Creditor's report release

4TH SEPTEMBER
Creditor's meeting and vote

QANTAS GROUP WORKERS, WE'VE GOT YOUR BACK

QANTAS REDUNDANCY UPDATE

A TWU delegate working group from QAL and QGS met with the company on 28 July. Qantas reported the numbers of employees who had put their hand up for a Voluntary Redundancy through the EOI process. Whilst this was a non-binding process and final numbers will vary, more people put their hand up for VR than were required. Qantas has of course said they will now provide VRs to all of those who confirm they want one when contacted.

The TWU workgroup pushed to ensure the fairest and most transparent system winning an extension of the EOI process and recalculations of package amounts. We have also sought further information on the proposed 'full-time to part-time' and LWOP models ahead of anyone making final decisions, and got answers about impacts and calculations for those impacted by parental leave and workers comp. For those wishing to stay, delegates will be talking to you about the impact of redundancies in your areas and ensuring that when it is time to flex back up the airline can.

This process cannot be used by Qantas to justify outsourcing at any point. We will hold Qantas to account should this arise.

QANTAS CABIN CREW NEGOTIATIONS

This week Qantas Cabin Crew delegates and officials met with management who have called for the immediate recommencement of bargaining of the EBA. Delegates will work with the company to secure certainty and improved outcomes, but will not be bullied into rushing a process under the cloud of covid-19. Delegates will report back from this meeting over the next week and discuss the most reasonable next steps with all members ahead of any further discussions.

QANTAS FREIGHT SHUT-DOWN IN MELBOURNE

After a number of covid-19 cases were identified among Qantas freight workers in Melbourne, there was a shut-down in both domestic and international freight. While the domestic side has been cleared by the health department to partially reopen and those not awaiting test results are back to work, the international arm remains closed for further investigation. We will work with Qantas and the health department to ensure the workplace is safe before workers return.

This is now the second time Qantas workers have been at risk of or have caught covid in the workplace, following a previous Adelaide cluster. Qantas is clearly not adequately protecting workers. The stood-down health and safety rep has still not been re-instated, and Qantas is still under investigation by SafeWork regarding their handling of covid-19.

If you're concerned about how your workplace is handling covid-19, speak to your HSR, delegate or official

TWU FILES FEDERAL COURT CASE AGAINST QANTAS JOBKEEPER MISUSE

Qantas Group's unfair approach to using JobKeeper payments to absorb owed penalty rates is causing workers to lose out on hundreds of dollars each. Thanks to evidence provided by members, we have filed a dispute in the Federal Court in conjunction with the ASU to say this is not fair. The case has been expedited to 26th August and we'll provide an update as soon as we know more.

JETSTAR MEMBER WINS



SLWOP

Congratulations to all delegates and members who have fought for a SLWOP policy and a fair definition of excessive leave in the policy. For those who wish to take it, this policy will allow certainty for workers who want to temporarily work elsewhere by allowing you to keep accruing leave and access staff travel benefits. Not only is a policy all but agreed, but delegates have expanded the definition of excessive leave from 20 days up to 40 days to protect your accrued entitlements.

RETURN OF GC4S

Over the last four weeks members have been fighting hard to have GC4 returned to ports across the country. Through your combined efforts we have seen a number of GC4s returned in the August roster. There is still more work to do in this fight, so keep talking to your delegates and officials, but congratulations on this important first step.

FIGHT FOR NEWCASTLE REDEPLOYMENT

The fight goes on for Newcastle based Jetstar crew who are being unfairly denied the option to transfer to Sydney with the closure of Newcastle. The approach by Jetstar is unnecessarily belligerent and mean. After recent rallies, meetings and actions, the pressure will keep being ramped up on Jetstar to do the right thing.

DNATA, WE'RE ESCALATING PRESSURE TO STUMP UP REDUNDANCIES

We're writing to Dnata demanding they provide details about their future plans. That must include transparency on whether some positions are now redundant, and if so, ensuring the process is fair and transparent, as well as ensuring that those who want to remain working with Dnata are able to do so. They must also guarantee entitlements for payouts and provide employment modelling now that Qantas and Virgin have provided their business forecasts. If this process does not start, we will take an urgent dispute to the FWC. Dnata has been given plenty of opportunities to come to the table and with no government support coming from Morrison, there is no choice but to exhaust all legal avenues.

The TWU is also seeking answers from Qantas Super on the impact of those stood down workers in defined benefit schemes. We are fighting to make sure you are not adversely affected in your retirement for this period as well.

We're side by side with all workers to see you through this difficult time.

SURVEY: TELL US HOW YOU'VE BEEN AFFECTED

We know that personal stories are the most powerful tool to get the public onside with our fight for AviationKeeper and to put pressure on the government. Please take our survey to help us paint a picture of the people behind this aviation crisis. We need to know how you've been affected, and we need others to know too. The survey is anonymous but your stories are powerful.

bit.ly/SurveyAviation

WE NEED AVIATIONKEEPER NOW

JOBKEEPER EXTENSION

After much lobbying by members of the TWU and other unions, the Federal Government finally announced an extension to JobKeeper to March next year. It's not the AviationKeeper we need, especially given thousands of Dnata, Cabin Services Australia and SNP workers are still locked out, but this is an important step given the thousands of transport workers who remain stood down, including those in aviation which has a long recovery path ahead. There was then a further announcement extending JobKeeper to many more businesses, and over 500,000 Victorians.

As always with this Federal Government however, they give some and take some away. Here is what was not good about the announcement:

Rates will go down

From September 28th, the JobKeeper payments will be split into two tiers: for those working 20 hours or more the payment will go down to \$1200 a fortnight before tax. For those who work less than 20 hours the payment will go down to \$750 a fortnight before tax. This is determined by hours worked on average in the month of February 2020.

From January 3rd, the rates for those working 20 hours or more will go down further to \$1200 a fortnight before tax. For those working less than 20 hours the rates will go down to \$650 a fortnight before tax.

The drop in rates is a disgrace, given workers' bills certainly won't be dropping any time soon.

Speak to your delegate or organiser/official if you suspect you are not being paid properly.

Thousands still shut out

The new announcements on JobKeeper were a chance for the Prime Minister to set the dial on the appalling shutting out of thousands of aviation workers from JobKeeper, such as those working at Dnata, Cabin Services Australia and SNP. He refused to do this and continues to ignore these hard-working, tax-paying Australians.

The situation in Victoria has been particularly difficult for those shut out of JobKeeper in the state. Workers who had lined up or hoped to line up temporary work elsewhere have largely seen even this lifeline taken away because of the lockdown. We're demanding from the Government that they extend JobKeeper for at least these Victorian workers, but Scott Morrison and his pals continue to turn a blind eye.

FIGHT FOR AVIATIONKEEPER CONTINUES

Let's not forget how far we've come in our fight for AviationKeeper. This is now a term widely used by employers, unions, politicians and journalists. Our calls are loud and clear. They're united, even with employers joining the fight. Scott Morrison must answer to his refusal to offer this support and we need to keep the pressure mounting.

We will continue to fight for fairness and to demand AviationKeeper, an extension of JobKeeper to all aviation workers while the industry remains grounded. It is clear that aviation is going to be in trouble for some time, with the resurgence of the virus both in Victoria and abroad. Extensive support will be needed for the industry to ensure it survives and that the skills and experience of workers are retained. We will hold the Government to account over what it does - or doesn't do - for our industry.

It is vital to continue this fight and get involved if you haven't already.

**COMPLETE
THE SURVEY
TO HELP US
LOBBY THE
GOVERNMENT**

A survey across our aviation members will give us a picture of just how tough workers are doing it and help make the case for change. Make sure you complete this survey today and send to your friends and colleagues at work. bit.ly/SurveyAviation

Your delegates and officials will be in touch with more actions on our fight for AviationKeeper, or contact them if you have any questions or ideas for pushing this forward.

TWU Michael Kaine **P:** 02 8114 6500 **E:** twu@twu.com.au **W:** www.twu.com.au

Authorised by Michael Kaine, National Secretary, Transport Workers' Union. Level 2, 388-390 Sussex Street, Sydney 2000 p (02) 8114 6500 e twu@twu.com.au

