

It's been a tumultuous year again in aviation. But across the airport we've had some huge wins, from beating Qantas twice in the Federal Court to strong agreements in ground, securing commitments from Virgin and hitting the ground running with pilots as we formally merged with VIPA. Welcome to thousands of new members from airports across Australia, and we look forward to continuing the fight with you in 2023.

VIRGIN UPDATES

UNION WIN ON VIRGIN COMMITMENTS

Congratulations to members and delegates on putting pressure on Virgin to secure significant commitments that the company will now be acting on. The commitments include:



PILOTS

- Rostered credit hour protection
- Duty RIG and paxing credits
- 4-hour minimum reserve credit

CABIN CREW

- Increase to overnight allowance
- SYD-NAN duties to be followed by rest day
- Additional payments of \$150 for Crew and \$200 for CMs between 21 Dec and 2 Jan
- Additional payments of \$100 for a home or apt reserve between 11 Dec and 7 Jan

GROUND

- Time and a half between 21 Dec 2022 and 2 Jan 2023
- Additional team member intake
- Christmas day catering for teams on shift

UNION WIN: GROUND

After huge efforts from members and delegates, we've won additional Leading Hand and Level 5 full time conversions, with the process to be rolled out from early Jan.

2023 BARGAINING

Bargaining for pilots, ground and cabin crew will begin in 2023 to win back fairer agreements and tackle fatigue and low morale. It's crucial we build our union power as we gear up to commence bargaining.

BARGAINING UPDATES

FINALISED AGREEMENTS



Congrats to members across Dnata Ground and Catering, and Menzies, for standing together and winning strong agreements with far-improved pay and conditions. **These Agreements would not have happened without all of you uniting.**

ONGOING AND UPCOMING BARGAINS



SWISSPORT

It's time for Swissport to sit down with the delegate-led team and hear what members want to change. Welcome to all the new members and delegates!

OTHER BARGAINS IN PROGRESS

Rex, Swissport, QAL and AAE Freight bargains are ongoing, with Dnata Perth, and Menzies in Perth and Darwin about to commence. Congrats to all those members standing together for better.

PILOT UPDATES

VARA

Member-led bargaining is ongoing, with your team working through various positions on your log of claims.

NETWORK AVIATION

Following initial bargaining meetings and discussion on rostering/lifestyle claims we are providing further details on our log of claims to the company with the aim of getting their position in the Jan bargaining meeting.

NATIONAL JET EXPRESS

After members voted down an EA proposal in October, we have provided the company a full list of our members' concerns, including changes to the wording in a number of clauses that would have reduced allowances, non-inclusion of the Roster Protocol agreement into the EA and the lack of confirmation that NJE under REX ownership would continue to pay for ASIC and other required items. Unfortunately the company has cancelled both scheduled Dec meetings in which they were to provide a response to these issues. We'll keep members updated.



QANTAS UPDATES

QANTAS GRANTED LEAVE TO APPEAL OUTSOURCING IN HIGH COURT

The High Court has now granted Qantas leave to appeal in the case of its illegal sackings, following two Federal Court rulings against them.



The High Court's decision goes to the magnitude of Qantas' illegal conduct and the impact it has had on hardworking families. We'll be putting everything we have behind a strong fight in the High Court, and meanwhile be working to bring up standards right across aviation.

SAFework PROSECUTION COMMENCES

In an Australia-first prosecution, Qantas has been hit with criminal charges for targeting and standing down Theo after he gave legitimate advice to workers about their



If Qantas is successfully prosecuted in this case, it will be a huge win for workplace safety everywhere. With ten days of hearings now concluded, the case will continue in 2023. Support Theo on social media by using the hashtag **#IStandWithTheo**.

MULTI-EMPLOYER BARGAINING PASSES

The Secure Jobs Better Pay bill has now passed through Parliament. Crucially, it will include multi-employer bargaining, which will help to lift standards across aviation industry, and move closer to Same Job Same Pay. **A huge congrats** to the members who've been advocating for these laws, and to everyone who has shared their stories to get this legislation over the line.



SECURITY UPDATE



We're moving closer towards an **in-principle agreement at MSS Security** in Vic with improved pay and conditions. In SA, we're getting ready to bargain at SNP for the same. We'll update members with any progress as it occurs.

