



AVIATION NEWSLETTER

22 AUGUST 2020

AVIATIONKEEPER FIGHT – PARLIAMENT SITS NEXT WEEK

It seems that daily we're given another reason for the government to implement AviationKeeper and a national plan for aviation. The most recent being Qantas reporting a \$2 billion loss, mounting pleas from airports, job losses and the impending Virgin sale.

Next week, parliament is sitting again. This gives us another opportunity to lobby politicians to back in aviation workers. The airports have swung in behind our AviationKeeper campaign this week. We are united in our appeal, and we must keep up the fight.

It is critical to keep reminding politicians why this is so important, and that is by telling your stories. Please keep up the calls to Scott Morrison, Josh Frydenberg and your local MPs, and complete our survey now before it closes. We'll launch the survey results during sitting week to ensure politicians cannot ignore our calls.

Let's not forget what you've accomplished. Through your dedication, stories, calls, videos and so much more, the government backflipped on its initial stance and provided JobKeeper payments to thousands of workers, then after further campaigning has extended JobKeeper to March 2021. But we know this isn't good enough, with many aviation workers left behind, so you continued the fight and have united the industry, made sure the public understands our fight and now politicians are even using the term AviationKeeper. We have built the foundation, we just need to keep up the pressure.

We know how disheartening it must be with no clear resolution in sight for aviation. But when Australia is ready to fly again it needs its hard-working and highly-skilled aviation workers. Our AviationKeeper plan would make that possible.

We need your help to keep it going.

DESTINATION	STATUS
FLIGHTS	CANCELLED
JOBS	CANCELLED
PAY	CANCELLED
JOBKEEPER	CANCELLED

We need AviationKeeper

so that when Australia is ready to fly, we are too.



SURVEY: share how you've been affected

Politicians and the public hear about thousands of job losses and stand-downs, but those are just numbers without your stories: the people behind the statistics. Help us tell your story about the impact this is having on individuals, families and households. What you tell us is anonymous, but so important. We'll launch the survey results in the coming days to maximise parliament sitting week. So if you haven't already, it's important you take the survey today.

Survey: bit.ly/AK-survey

VIRGIN UPDATES

Over the past weeks and months, the TWU and other unions have worked hard to ensure that Virgin's new buyer would emphasise good outcomes for workers. From the start, we've fought for:

- **A fuller capacity airline, not a reduced Jetstar competitor**
- **The new owners to work with workers and unions**
- **A long-term plan for Virgin's success**



It's been a difficult process and the job losses are devastating, but the TWU has fought hard to see the above three priorities through. As a result, we've seen a better outcome for Virgin than was otherwise probable. We're now pushing to get the right people in place, that will prioritise workers rather than work against a collaborative approach with unions.

REDUNDANCY PROCESS

The first round of voluntary redundancies is now underway, and you should have received information from Virgin and the TWU. Through your feedback, we've ensured some provisions in this process, including:

- **Option to take redundancy on 3 October 2020 (VA) or 30 September 2020 (TT), or 3 April 2021 (VA) or 31 March 2021 (TT)**
- **Expression of Interest is binding, but this is not the only opportunity to take it up**
- **Redundancies will be paid in accordance with your EA, protecting your benefits**

If you are unsure about whether to take redundancy, we strongly recommend taking the time to review the information, seek financial advice, discuss any queries with your delegate or official and get any further information you need from Virgin. If you are still unsure, we recommend that you do not complete an EOI during this first round as it is binding.

Please note that this initial EOI process is not asking if you want to move to part-time. There will be a further process for this after the voluntary redundancy first round is complete.

CREDITORS REPORT & VOTE

On Tuesday, August 25 the Virgin administrators will release the creditor's report with the Deed of Company Arrangement (DOCA). We'll then hold a mass meeting on Thursday 27 August to take you through the details of the report and the voting process. We'll be in touch early next week with meeting details.

Creditors will vote on 4 September. This vote will be on the DOCA sent to creditors on Tuesday. It is important to note that this is NOT a choice between the Bain proposal and liquidation. Liquidation is not an option at this meeting. More information will be provided on this process at the mass meeting next week. If you can't attend the meeting, you'll be able to watch a recording of it later.

PROXIES & REPRESENTATION

The ACTU on behalf of unions have made an application to the court with the support of Virgin Administrators and the management team to make sure all of our members will be represented at the important upcoming 2nd Creditor's meeting.

This means you will not have to nominate a proxy or attend this meeting to be represented as TWU National Secretary Michael Kaine will represent all TWU members. Michael is experienced in these processes and has been working hard throughout the administration of Virgin to secure jobs and conditions for workers.

Union members who choose to attend the meeting or nominate a proxy will still be able to do so. If you have any questions or concerns please contact your delegate or official.

QANTAS GROUP UPDATES

QANTAS REPORTS \$2 BILLION LOSS

Workers were served another blow this week with the reporting of a \$2 billion loss at Qantas. Despite Alan Joyce initially announcing confidence that the airline could survive this downturn, there have since been thousands of job losses announced and now this. The TWU is seeking urgent information from Qantas about any proposed impact of this loss on workers and any further information of relevance to job security, pay and conditions.

This announcement was a shock to workers and should be the wake-up call Scott Morrison needs to step in and support aviation. We cannot afford for further job losses or the loss of skills in aviation.

Take our survey on how you've been affected by the aviation shut down: bit.ly/AK-survey

QANTAS FREIGHT

Following a cluster of cases that forced Qantas Freight to close its operations in Melbourne, the international site remains closed and domestic partially closed. The TWU continues to work with Qantas and the health authority to ensure worker safety is not compromised when Qantas Freight reopens and resumes its service. We are also investigating a positive coronavirus case in Qantas Fleet, and whether workers' safety has been put at risk in the workplace. If you have any concerns or anything to report, please contact your delegate or official immediately.

QANTAS JOBKEEPER MISUSE

On 26th August the Federal Court will hear the case against Qantas' unfair approach to using JobKeeper payments to absorb owed penalty rates, which is causing workers to lose out on hundreds of dollars. With thanks to the members who provided evidence for the case, we will update you as soon as we know more. Please contact your delegate or official immediately.

SWISSPORT LOSES. AGAIN



Aerocare/Swissport lost the fight to make split shifts legal, which it was revealed forced workers to sleep at the airports like this

Swissport has had yet another setback in the courts. The Fair Work Commission knocked back its 2018 enterprise agreement saying it did not pass the BOOT test, aimed at ensuring all employees must be better off overall than the Award. The Commission will rehear the case on September 2 and we will be arguing that the Commission should put this agreement once and for all in the bin. Swissport is known throughout our industry as having the worst conditions and for dragging down conditions for everyone else as they lead the race to the bottom. Our high profile cases against the company are aimed at stamping out exploitation of aviation workers and ensuring that standards are lifted. We'll keep you posted on how the next stage of the court process goes.

DNATA IS FAILING WORKERS

The TWU wrote to Dnata demanding answers on the commencement of a redundancy process, guarantees over entitlements for payouts and employment modelling now that Qantas and Virgin have provided their business forecasts. We are pushing Dnata to provide workers with the choice to stay with the company or take redundancy options available if this is their preferred choice.

With workers stood down without pay, no access to JobKeeper and in many cases JobSeeker for months now, it is critical that the company supports employees struggling to get by.

Dnata's response has been insufficient. The company would rather keep workers in ongoing limbo than provide them with options. They have left us no choice but to explore legal avenues to get the best outcome for workers from a difficult situation. Delegates will meet early next week to determine next steps, including filing a dispute with Fair Work Commission.

We're side by side with all workers to see you through this awful time. We'll keep you updated when we know more.

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