

# HIGH COURT **OVERTURNS** QANTAS ILLEGAL OUTSOURCING VERDICT

The High Court has today overturned the two Federal Court rulings that the axing and outsourcing of 1700 workers breached the Fair Work Act. We know how devastating this ruling is given the fight that thousands of members have put in over the last three years. It came down to a narrow legal loophole that Qantas has exploited to again inflict deep injustice on workers.

## BE PROUD OF OUR STRONG FIGHT

Qantas workers stood together and have been the ones to hold management to account over the last three years. By refusing to let Qantas get away with this, your relentless campaigning has brought down the Alan Joyce regime and showed the nation that this management team has destroyed the Spirit of Australia.

Through protest actions, lobbying of politicians, media interviews, petitions, letters to the board, and this legal battle, we have made sure Qantas has paid for its actions through the public scrutiny it deserves.

It's been a long road, but we have achieved far more than Qantas management ever expected. **Your fight has meant:**

- Public outrage and understanding of the real reason for cancellations, delays and lost luggage
- A **Senate Inquiry** into the aviation industry where workers bravely shared their stories
- Intense **public scrutiny on Qantas**, including an episode of investigative journalism show Four Corners featuring TWU members
- Alan Joyce being **forced to resign** before the end of his term, after two forced apologies over the last year



We'll continue to call for a total reset at Qantas and a Safe and Secure Skies Commission so that aviation decisions are made in the interest of workers and the community—not executive pay packets.

## JOIN THE WEBINAR

Register for a [webinar](#) with the TWU and legal team to discuss next steps and ask your questions **this Friday at midday**

### HELP IS AVAILABLE

We have supported each other through every day since the announcement to outsource was made, and must continue to do so after this disappointing result.

If you're struggling, remember that it is always OK to ask for help:

**LIFELINE 13 11 14** **BEYOND BLUE 1300 22 4636**

**KEEP READING FOR A FULL CALENDAR OF YOUR FIGHT**

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# SAVE QANTAS JOBS CAMPAIGN

Qantas workers suffered a devastating blow on August 25, 2020, when the airline made the shocking announcement that it would axe and outsource its entire ground handling and fleet presentation operations. Since then, workers have relentlessly fought back to make sure Qantas didn't get away with it. Here are some highlights from the last three years:

**2020**

**25 Aug**

Qantas announces plans to outsource all 2,500 ground and fleet presentation workers.

**26 Aug**

TWU and other unions take Qantas to court for abusing JobKeeper.

**27 Aug**

Qantas workers protest across Australia.



**11 Sep**

Qantas workers deliver letter to Alan Joyce's residence.

**14 Sep**

TWU engages global consultants Ernst & Young (EY) and Josh Bornstein.

**18 Sep**

TWU opens Save Qantas Jobs campaign hub next to PM's Cronulla office.



**24-25 Sep**

- Qantas workers protest around Australia.
- Qantas loses case on JobKeeper abuses.



**21 Oct**

**WIN**

Unprecedented NSW Parliament motion condemns Qantas outsourcing.



**23 Oct**

Qantas AGM moved online, TWU holds parody AGM at Sydney airport.

**CLICK TO WATCH**



**9 Nov**

**WIN**

Workers go to Canberra and Senate passes two crucial motions:

1. Condemns Qantas and calls for halt to outsourcing.
2. To set up a Senate Inquiry into the future of aviation.



**16 Nov**

**CLICK TO WATCH**

Workers mark Qantas centenary with protest actions around Australia.



**19 Nov**

EY and TWU delegates make competitive IHB submission to Qantas.

**30 Nov**

Qantas rejects workers' IHB and reveals labour hire companies granted the work.

**2 Dec**

Workers protest over bid rejection at Sydney airport.



**3 Dec**

Qantas workers meet politicians at Parliament House, Canberra.

**9 Dec**

The TWU launches Federal Court case led by Josh Bornstein over outsourcing.

**2021**

**Feb - Mar**

Workers and companies speak at Senate Inquiry into Aviation hearings in Brisbane, Sydney and Canberra.

**2 Feb**

Last day at work for Qantas baggage handlers. The TWU calls for a Safe and Secure Skies Commission.

**CLICK TO WATCH**



**15 Feb**

Workers call on the Federal Government to extend JobKeeper in the aviation sector.

**11 Mar**

Following Scott Morrison's announcement on discounted flights, members continue strong action to email him and Josh Frydenberg and renew calls for AviationKeeper.

**12 April**

**WIN**

Federal Court hearings commence. Qantas slammed for giving false evidence, exec Andrew David asked if he knows English.



**23 July**

Media reveals documents from court case showing Qantas planned for an attack on its outsourcing decision from both the Fed Govt and the TWU.

**30 July**

**WIN**

Federal Court rules against Qantas over the outsourcing of 2000 ground staff.

**CLICK TO WATCH**



**26 Aug**

TWU calls for Government to take an equity stake in Qantas.

**7-8 Sep**

**WIN**

- TWU vows to fight appeal for outsourced Qantas workers.
- Federal court rejects Qantas' attempt to delay relief hearing for outsourced workers.

**17 Dec**

**WIN**

Federal Court to order Qantas to pay compensation to illegally outsourced workers.

**CLICK TO WATCH**



**2022**

**4 May**

**WIN**

Qantas loses appeal on 'illegally' outsourcing jobs, with compensation and penalties awaiting.



**CLICK TO WATCH**



**8 Aug**

Qantas admits airline has not met 'customer expectations' as it asks senior executives to work as baggage handlers.

**5 Sept**

**WIN**

Four Corners exposes the inside story of the chaos at Qantas, featuring key testimonies from sacked workers.



**CLICK TO WATCH**

**3 Nov**

Qantas wins Shonky Award and is labelled as 'The spirit of disappointment'.

**18 Nov**

High Court hears Qantas appeal, while the TWU vows to continue the fight for Qantas workers who were illegally outsourced.

**2023**

**2 May**

Alan Joyce to retire in November, while the TWU warns that the road ahead will be challenging for the new Qantas CEO, Vanessa Hudson.

**9 May**

Qantas outsourcing on trial at High Court. A delegation of sacked workers travel to Canberra from Sydney for the Hearing.



**23 May**

Qantas posts massive profits, but the TWU says that Qantas should repay the \$2.7 billion in government handouts.

**28 Aug**

**CLICK TO WATCH**

Qantas CEO Alan Joyce grilled at cost of living inquiry. Senator Tony Sheldon asks questions related to Qantas splintering its workforce



**5 Sep**

**WIN**

Alan Joyce retires two months earlier amid public scrutiny, just a week before the High Court delivers its final decision in the outsourcing case.

