



JETSTAR GROUND SERVICES BARGAINING UPDATE

FEBRUARY 2020

VOTE NO TO JETSTAR'S SHODDY DEAL

After eight months of negotiations, Jetstar is *still* refusing your moderate claims:

- ✗ Guarantee all part time employees 30 hours per week
- ✗ Fairer, family friendly and more stable rostering
- ✗ Double time for any shift change within 48 hours (like the rest of the Qantas Group and the minimum Award standards)
- ✗ GC3B classification to bring you in line with QGS
- ✗ Promoting employees who have performed higher duties for over 12 months
- ✗ No forced cashing out of days off in lieu
- ✗ Job security: permanent workers offered hours before labour hire
- ✗ Personal and annual leave recognised as time worked for overtime purposes

In addition and with no justification, Jetstar is proposing to cut the following hard-won conditions:

- ✗ Demanding medical certificates for any single day of absence after three sick days each year
- ✗ Capping all redundancy payments at 52 weeks
- ✗ Having the ability to demote staff who don't hold specific qualifications or licences
- ✗ Forcing/capping annual leave at 5 weeks
- ✗ Making it more difficult to take personal leave

LOWEST PAY AT THE AIRPORT

All new employees will be paid the current minimum Award rates, making Jetstar workers the lowest paid at the airport.

In June 2020, Award rates will likely go up, meaning Jetstar employees would be paid below the minimum Award.

NO RESPECT FOR WORKERS

When the company was in trouble, you took an 18-month wage freeze. Now the company has made over \$1b in profit and has the highest paid CEO in aviation.

But Jetstar is still refusing your modest claims, cutting your hard-won conditions, and using backpay to pressure you into signing a shoddy agreement, after already taking away the modest bonus you deserve.

We have shown we are a powerful force, ready to fight for fairness and respect. We must continue to stand together and show Jetstar that we won't back down to their threats.

IT'S TIME TO STAND TOGETHER AND FIGHT FOR RESPECT



Your delegates have endorsed taking protected industrial action on Wednesday 19 Feb - more details to follow.

SAME JOB, SAME PAY, SAME FIGHT.
JOIN NOW FOR A BETTER FUTURE.

www.twu.com.au/join

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WHAT HAPPENS NEXT?



JETSTAR PUTS OUT THE SHODDY AGREEMENT

The company has indicated that they will put out the full document for all employees to see this weekend.

WHEN'S THE VOTE?

The vote will commence the week beginning Monday 24 February 2020 and will be electronic (similar to the way you voted during the Protected Action Ballot).

HOW SHOULD I VOTE?

For all the reasons set out in this flyer you should VOTE NO to send a strong message to Jetstar that you won't put up with your fair and reasonable claims not being met, that you won't accept cuts to your current conditions and that you demand the company shows you respect.

WHAT HAPPENS IF THERE IS A NO VOTE?

Things remain as they are – that is the bargaining period continues and you continue to have the ability to take Protected Industrial Action until a majority vote in favour of a new EA.

WHAT ABOUT JETSTAR'S THREATS TO TAKE BACKPAY OFF THE TABLE?

It is exactly that – a threat designed to get you to stop fighting and vote in favour of their poor offer. If we continue to stand strong and united, we can force Jetstar to provide us with a better offer.

Negotiations will continue and each side will have the ability to change their position at any time.

WHAT HAPPENS NEXT?

If there is a no vote then we keep fighting for a better deal. TWU officials and delegates will keep you updated regularly on our campaign.

Take our anonymous survey about how low pay and hours affects you. This will help us tell Jetstar workers' stories and maintain the strong solidarity we've seen from the public.

If you have any questions, please speak with your TWU delegate or official.

**TAKE OUR SURVEY ON
PAY AND SAFETY:
[BIT.LY/JETSTARWORKERSURVEY](https://bit.ly/jetstarworkersurvey)**

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