

HUGE WINS IN GROUND



Congrats to members across **Menzies, Dnata Ground and Dnata Catering** in the eastern states, who have now settled agreements with their companies. Members' strong efforts, including voting to take industrial action at Dnata Ground, have resulted in agreements with far-improved pay and conditions. Bargaining for Dnata and Menzies now commences in WA and NT.

SWISSPORT BARGAINING UPCOMING

FILL OUT THE BARGAINING SURVEY

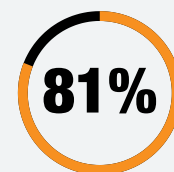


Your Swissport EA is due to expire in December this year.

This is the chance for you and your workmates to improve your pay, terms, and conditions through the bargaining process.

If we all stand together, we can fight for a much better Agreement with improved pay and conditions.

If you're a Swissport member, **fill out our bargaining survey to have your say.**



concerned there aren't enough staff



94%

are concerned about low pay



90%

are part-time or casual



have experienced fatigue at work

VIRGIN UPDATES

CABIN CREW BREAKS DISPUTE

KEY DATES



- 14 Nov - commission report-back

- Virgin's initiatives to ensure breaks aren't working
- It was made clear by the FWC that these initiatives are **not to be limited to cost-neutral solutions**
- We met with Virgin again recently, and the company will be working on the issue over the coming weeks before our next meeting in the Fair Work Commission



PUSH FOR HIGHER DUTIES RECOGNITION IN GROUND

- Discussions are underway to **upgrade multiple workers** into priority roles
- This was a key claim item in the last agreement. Congrats to all the members who fought so hard to win this



QANTAS UPDATES

SPECIAL LEAVE HEARING FOR COURT CASE ANNOUNCED

The High Court has invited both parties to make submissions as to whether Qantas should be granted leave to appeal, following two Federal Court rulings against them.



The hearing is listed for **Fri 18 Nov. This does not mean the case will progress to the High Court.**

Compensation hearings are still currently scheduled for December 19-22.

QANTAS FORCED TO IMPROVE SHODDY WAGE OFFER

After months of public campaigning from the TWU, Qantas has been forced to improved pay increases from **2% to 3%** in 2023.

This changed position from Qantas would not have happened without the work of delegates and members across the country, but it is still appalling that the company has forced workers to take a pay freeze while executives receive bonuses. **We'll continue to hold Qantas to account and fight for better.**

CABIN CREW

We're pushing back against Qantas' attempt to **increase duty hours** for already fatigued staff, and **threats of outsourcing** if crew don't agree to the proposed deal. We'll keep members updated.

QGS VOTE

Your TWU team is finalising the drafting of the proposed Agreement. We're hopeful an improved offer will be ready to put to members for a vote in coming weeks. When the drafting process is complete we'll be going back to members for discussion and endorsement.

WORST BOSS IN THE WORLD VOTE



Alan Joyce is a current contender for the Worst Boss in the World. **Cast your vote here.**

GUEST SERVICES GROWING

Guest services members, including these Dnata Guest Services workers in QLD, are joining the TWU in numbers, encouraged by the strong results the TWU is achieving across the industry.

These members are keen to kickstart their Enterprise Agreement and fight for improved pay and conditions.



MEMBERS JOIN QLD BRANCH



We're excited to have **Cherie** from ISS and **Jodie** from Virgin Cabin Crew bringing their specialised cabin crew and security skills and experience to the QLD branch of the TWU, where they'll be continuing the fight to lift standards nationally for workers right across aviation.

SECURITY UPDATE

We're moving closer towards an **in-principle agreement at MSS Security** in Vic with improved pay and conditions. Your member-led team has been hard at work reversing inferior overtime rates introduced by the United Workers' Union, and has won improved overtime arrangements as part of negotiations.

PILOTS

VARA

Member-led bargaining is ongoing. Your team has submitted the Log of Claims to the company and is awaiting feedback.

NETWORK AVIATION

Following a long break, bargaining will now resume. Your member-led team has collated your survey responses and will be submitting our Log of Claims to the company.

VAA

The next AIC meeting is set for this week with the headline issue of "Dark Flights" to be worked through with Virgin.

NATIONAL JET SYSTEMS

The next PRF meeting is scheduled for 16 Nov. Please email us at pilots@twu.com.au with any matters you would like raised at the meeting.

NATIONAL JET EXPRESS

Following the "No" vote on the proposed agreement, your TWU representatives met last week with Rex Executive Chairman Kim Hai and the management team to discuss next steps for returning to the bargaining table.

On 18 Oct, the company issued a new draft of the agreement for consideration with a proposed bargaining date of 17 Nov. Email us at pilots@twu.com.au with any additional concerns about the proposed agreement.



In bargaining right across TWU Pilots, your member-led teams are working to pursue better pay and conditions, especially your priorities around work/life balance, rostering and job security.

INTERNATIONAL AVIATION CONFERENCE



VIC/TAS State Secretary Mike McNess recently attended the ITF Aviation Conference in Montreal, where the following global issues were discussed:

- Widespread **outsourcing** across ground handling, security, cleaning and baggage, and how to fight back
- Programs for **standardising ground handling processes** globally
- Environmental concerns

- The growth in aviation membership as workers stand together to reverse decline in wages and conditions

Because of members' efforts, the TWU was **recognised on the world stage** as a union creating change and achieving results across aviation. Congrats to every member for continuing to stand strong and work together for a better industry.

FIGHTING FOR REFORM



Following our recent lobbying trip to Canberra, where 3 of your delegates met over 90 members of Government, we continue to fight for **Same Job Same Pay** legislation and industrial reform.

Congrats to those members continuing to share your stories to advocate for fairer laws.

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 9, 447 Kent St, Sydney 2000 p(02) 8114 6500 twu@twu.com.au

