

Dear Qantas members,

November 2022

Our collective fight for justice is still at full throttle.

As National Secretary of the TWU, I have been in awe of the strength shown by this group since Qantas illegally outsourced your jobs. Following the news that the High Court will hear Qantas' appeal, I wanted to touch base to reiterate that we are in this together and have mounted the strongest possible case.

I share in your disappointment that Qantas is hellbent on dragging this out to the bitter end rather than doing the right thing, which is owning up to what it did and compensating you.

What I want you to know first is that the High Court hearing Qantas' appeal is not an indication that they will win this case.

The High Court's decision to hear this appeal goes to the magnitude of Qantas' illegal conduct and the impact it has had on hardworking families like yours. The fact that this is the largest case of illegal sackings in Australian history is a reminder of the cruelty of Qantas management, and justification for the High Court to ensure once and for all that Qantas breached the Fair Work Act in outsourcing your jobs.

Make no mistake, Qantas could stop this costly and damaging litigation at any time, and pay you the compensation you deserve. Four Federal Court judges have already found that Qantas acted illegally in outsourcing you. Qantas is now relying on a very narrow legal argument to attempt to prove that its actions weren't illegal, but we will be putting everything we have behind a strong fight in the High Court.

Qantas' decision to drag out this case means that the road ahead of us has become longer, but let's not forget what we have already achieved so far.

Over the past two years, the way we've stood together and held Qantas to account has meant that the public has finally seen the company's true colours. Hundreds of you have attended actions across the country, written and spoken to members of Parliament, shared your stories, and supported each other.

We saw Four Corners, Australia's leading investigative journalism show, run an explosive story on Qantas because of your efforts. Only recently, it was named the "spirit of disappointment" by Choice, and Alan Joyce was in the running to become the worst boss in the world. Right now, politicians are using the example of Qantas to show why we need reform in our workplaces.

Your efforts have finally shown millions of Australians the truth about Qantas, and though I know how hard it must be to think about continuing for another year, it's crucial that we keep up the fight. The more we keep up the pressure on Qantas, and stand behind each other and the TWU legal team, the stronger the position we'll be in for this final stage.

We'll be holding a member Zoom as soon as our legal team has had time to gather information, where we'll be able to answer your questions about what this new development means.

In the meantime, look after each other – together we'll be seeing this right through to the end.

In unity,

Michael.