

MEDIATION PROCESS COMMENCED

After our historic High Court victory, compensation must now be determined for the affected workers. The Federal Court ordered a mediation process, which has now commenced.



WHAT IS MEDIATION?

Mediation is a process in which both parties come together to try to reach an agreed outcome. The process is supervised by a mediator - in this case, former Chief Justice Hon J L B Allsop AC.

Mediation occurs on an agreed timeline of meeting dates. If mediation is unsuccessful, the matter will return to the Federal Court for formal court hearings.

Mediation discussions are **private and confidential**. This means the parties are bound by law not to share anything that happens in the meetings with anyone outside of the discussions.

WHY DID THE COURT ORDER MEDIATION?

The Federal Court's reason for this approach is that a mediated outcome could result in workers receiving their compensation sooner, without fear of a lengthy appeal process. This is a huge benefit for affected workers.

However, it's important to have realistic expectations about the barriers and drawbacks to mediation:

- ▶ This case is unprecedented and complex - making mediation extremely difficult and time-consuming.
- ▶ The TWU has publicly made it clear that we will not accept any outcome that short-changes workers.
- ▶ Mediation is private and confidential - the TWU is not allowed to share the details of the discussions.

WHO IS INVOLVED IN MEDIATION?

Our legal team and two agreed worker representatives are permitted to attend mediation. TWU National Secretary Michael Kaine and Qantas CEO Vanessa Hudson have also been ordered to attend some meetings.

NEXT STEPS

- ▶ Congratulations for the patience, unity and trust in the union and in each other that has seen us to victory in the Federal and High Courts. More patience will be required as this process continues over the coming months. The TWU continues to put workers' best interests first.
- ▶ Affected workers may or may not be contacted by the legal team for information to assist with mediation. If you are, please respond honestly and efficiently.
- ▶ [Refer to our previous FAQ](#) if you have further questions about compensation. We will be in touch as soon as we have any more information we can share.

UNION LEADERS RECOGNISE YOUR FIGHT

This week the ACTU Executive team of leaders from Australia's unions passed a resolution acknowledging your incredible fight against Qantas.

You've inspired union members across Australia to stand up for their rights even against the toughest corporate bullies.



Congratulations to you all.