

QANTAS MAKES **\$4.6 BILLION** PRE-TAX PROFIT IN TWO YEARS

Yesterday, Qantas announced a \$2.1 billion full year underlying profit before tax, on top of the record \$2.5 billion reported last year.

It's now been three years since we won in the Federal Court, and almost a year since the High Court upheld that Qantas illegally outsourced 1700 jobs.

While we are still waiting for the Federal Court to hand down its compensation decision, it's sickening that Qantas continues to report obscene profits after arguing in court that it shouldn't pay any compensation.



We'll update you as soon as we hear from the Federal Court about a compensation decision.

If you have questions about the case, refer to our FAQ on the next page.

YOUR WIN IS CHANGING QANTAS

While Qantas' profits are a hard pill to swallow, our court successes continue to bring down the leadership responsible for your illegal sackings, with four key decision-makers now gone or on their way out.

A damning governance review was recently unveiled, which examined the illegal outsourcing of workers and led to the refusal to pay Joyce \$9 million of his bonus for the way in which he conducted himself as the head of Qantas.

QANTAS EXIT ROW:



ALAN JOYCE



RICHARD GOYDER



ANDREW DAVID



ANDREW FINCH

1 When will we have a decision?

It is now in the hands of the Federal Court. As soon as we receive a date for a decision, we will advise affected workers.

2 Why didn't the High Court order reinstatement? Is there any chance I can still get my old job back?

Unfortunately, despite the High Court upholding that Qantas' conduct was unlawful, the Federal Court concluded that it is not possible for the steps taken by Qantas to be reversed and for workers to be reinstated.

This means that the available remedy is now penalties against Qantas for their conduct and compensation for impacted workers.

3 Can Qantas appeal again?

After the High Court verdict, Qantas can make no further appeal on the unlawfulness of the sackings. However, compensation amounts can still be appealed by both parties.

4 How long will the process take?

The compensation decision should outline a process for workers to apply for compensation on a case-by-case basis. We don't yet know how long this will take. A compensation case of this size is unprecedented in Australia.

5 How much money will I get?

Any compensation payout will be determined by the Court process. The exact method for calculating your compensation has not yet been determined, and is likely to take into account a number of different factors. Any compensation received will be paid by Qantas to affected workers.

6 Will I be compensated for loss of superannuation, lost wages or other benefits?

We have argued that you should be compensated for loss of superannuation, wages, and certain benefits.

7 Who is entitled to compensation?

Only workers involved in the case are eligible for compensation. This includes workers from QAL or QGS who remained in their job until outsourced on 30 November 2020, and given a final date of employment by Qantas, in most cases between January and March 2021.

8 Are Jetstar workers included?

Unfortunately Jetstar workers are not included in the case. Justice Lee found that QAL and QGS workers were outsourced due to their potential to bargain and take protected industrial action in 2021. As the Jetstar EA was set to expire in 2023, this reasoning does not apply to that workforce, so in spite of how unfair and immoral the decision was, there is no legal recourse.

9 I took voluntary redundancy from Qantas. Will I get compensation?

Unfortunately workers who took voluntary redundancy from Qantas are not eligible for compensation. We know this is disappointing for workers who felt redundancy was their best or only option at the time, but the jurisdiction is limited to those who were part of the Federal Court case - **meaning those who were made compulsorily redundant on 30 November 2020.**

10 Is QGS a part of the court case?

Yes, both QAL and QGS workers are part of the court case. It should be remembered that the fact that both workforces were due to collectively bargain at the same time was crucial to the finding that the outsourcing was illegal.