

Over the last month, we've been making big strides in aviation.

- ➔ Filed **Same Job Same Pay** applications at Altara and Team Jetstar
- ➔ **Ampol** workers in Sydney took action
- ➔ **Virgin** pilots and **ground workers** continue to fight for a better deal
- ➔ **dnata Catering** members will soon start bargaining

IMPORTANT UPDATES

200+

NEW MEMBERS

Welcome to over 200 new aviation workers who have recently joined the TWU.

As a union with members right across the airport, we have a plan to lift pay and conditions for all aviation workers. Every member brings us closer to that goal. We want to hear from you about how we can make aviation better.

SAFE & SECURE SKIES SURVEY

Over 1700 aviation workers have had their say on what needs to change in aviation. It's time to have your say.

WHY THE SURVEY'S IMPORTANT

SHAPE THE CAMPAIGN

The information from this survey will determine our future direction on improving the aviation industry.

STRENGTH IN NUMBERS

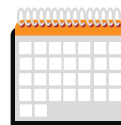
The more aviation workers' voices we have, the more we can build the case for change.



CLICK HERE TO COMPLETE THE SURVEY

NATIONAL AIRPORT COMMITTEE MEETING

The next national airport committee meeting will be by 12 November as we bring even more members into our fight.



NEXT MEETING

12 NOV 2024

KEEP READING FOR UPDATES FROM ACROSS THE AIRPORT

CABIN CREW AND PILOTS

Following our first combined cabin crew and pilot meeting last year with CASA and Airservices, we're working on the next joint meeting to further advance above the wing issues like fatigue and role of CASA jointly. Here's what else is happening above the wing.

SAME JOB SAME PAY IN CABIN CREW

TWU members have campaigned for years for **Same Job Same Pay** laws to combat Qantas' model of moving work to different companies to pay people less.

We won those laws last year and we're now beginning to use them to improve cabin crew pay.

APPLICATIONS MADE FOR ALTARA AND TEAM JETSTAR

We've now filed Same Job Same Pay applications in the Fair Work Commission to bring the pay of Altara and Team Jetstar workers in line with directly-hired workers at Jetstar.

For too long Altara crew have been denied basic rights like paid training and fair wages. It's time all crew were paid appropriately for the work they do.



BE A PART OF THIS HISTORIC PROCESS

Welcome to the new TWU Jetstar members.

With big wins in the recent Virgin EA, and Jetstar cabin crew going from strength to strength, now is the time to join the TWU and lift your wages and conditions.

We want to ensure your voice is heard and that you're involved in the process.

VIRGIN IN THE COMMISSION

After providing Virgin a joint union position we are in the FWC for facilitated bargaining. Members have made it clear they're ready to take action if it cannot be resolved in the FWC.

ALLIANCE VOTE

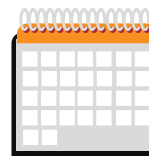
Despite announcing record profits, in bargaining across the 3 state EAs Alliance is not moving on key members' claims. The QLD EA is well below the required standard with TWU and AFAP sending the "close to final document" back to management with over 100 changes required.

VARA

We are awaiting a final offer from management following feedback from the bargaining team in the last meeting on 27 August.

NEXT FLIGHT SAFETY COMMITTEE MEETING

The next pilot Flight Safety Committee meeting will be held on 6 Nov. Interested in joining the committee? [Apply here.](#)



**6 NOV
2024**



REFUELLERS

Over 50 Ampol refuellers recently took protected industrial action at Sydney Airport, standing up for decent pay increases, job security and better rostering.

Congrats to those workers for standing up and taking action for a better deal.



CATERING

DNATA

We'll soon be sending surveys to dnata Catering members on members' priorities for upcoming bargaining.

TWU members have raised issues around:

- Unfair sub-contracting to companies that pay workers less
- Job security
- Fair pay



GATE GOURMET

Work continues to secure a fair Gate Gourmet agreement and lift standards across the catering sector.

GROUND

DNATA MEMBERS PLEDGE TO TAKE ACTION

dnata members are pledging to take action to win a fair agreement that includes:

- Increase to minimum part time hours
- Increase in parental leave and introduction of secondary carers leave
- Improved rostering protections
- Review of classification structure
- Fair pay increases
- Overtime meal allowances
- Payroll errors fixed



MENZIES BARGAINING

Though Menzies workers have made progress through their pressure on the company, it has still failed to come to the table on members' key claims.

They'll be keeping up the pressure to achieve a strong national agreement.



MULTI-EMPLOYER BARGAINING CONTINUES

While separate bargaining at Menzies and dnata continues, multi-employer bargaining is still taking place.

Multi-employer bargaining is a chance for us to lift standards across multiple companies—this is positive for the job security of all aviation workers as we continue to see contract changes across the industry.

OCEANIA BARGAINING

The member-led bargaining team met with Oceania recently for a drafting meeting, and members have been providing their feedback on the deal which is being given back to the company.

Since a strong no vote there have been significant wins but still several unmet claims.



QANTAS FREIGHT

We're gearing up with a plan to improve the conditions of workers at Qantas Freight, including AAE, QAL, QGS and other labour hire companies. It's time to stand together across the different work groups for a fair outcome.



DAMNING QANTAS GOVERNANCE REVIEW

Alan Joyce has had \$9.26 million withheld from his pay after a damning review of Qantas found:

Alan Joyce pay slashed as Qantas leaders lashed by internal review



- There was a “focus on financial performance before stakeholders”
- Qantas’ “strong safety culture was not representative of the leadership culture.”
- There was “too much deference to a long-tenured CEO”
- A top-down leadership approach was one of the key root causes of issues at Qantas

Following the report, general counsel Andrew Finch has been the latest Qantas exec to be shown the door.

QANTAS EXIT ROW:



ALAN JOYCE

RICHARD GOYDER

ANDREW DAVID

ANDREW FINCH

REX COLLAPSE



With the Rex administration process continuing, the TWU is working to minimise the impact on hard-working families.

WHAT WE'RE DOING

DISCUSSIONS WITH EY AND GOVERNMENT

We're continuing discussions with EY and the Federal Government about how entitlements and redundancy monies can be accessed as soon as possible, and pressing the government to take an equity stake in Rex.

RE-DEPLOYMENTS

We're working with other companies like Virgin and dnata on re-deployments, and some ports have already seen Rex workers re-deployed to other companies.

ADMINISTRATION PROCESS

The TWU is now on the Committee of Inspection for the administration process on the sale and updates on entitlements, and will be ensuring workers' voices are heard.

AVIATION WHITE PAPER RELEASED

WHAT IS THE WHITE PAPER?

It's the Federal Government's report on what the future of aviation should look like, with proposed policies to get there.

The Federal Government has now released its aviation white paper. It's **positive news** that the government is looking at a long-term plan for aviation, but we've been in discussions about it needing to do more to:

- ➔ Address labour shortages
- ➔ Lift standards on safety
- ➔ Bring up pay and conditions
- ➔ Address insecure, part time and labour hire work

That's why we continue to push the government for a **Safe and Secure Skies Commission** that could address these issues, and others, in aviation, ensuring good, secure jobs and a sustainable industry into the future.

As part of the white paper, the government is also looking at functions of regulators including CASA and we will work with them to ensure these regulators are fit for purpose.

