



TWU
Carrying Australia

AVIATION NEWSLETTER

NOVEMBER 2024

LAST CHANCE! SAFE AND SECURE SKIES SURVEY

NEXT STEP: CLAIM FORMATION



Privatised airlines and airports have taken workers for granted, and **it is time for us to have our say.**

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

Ensure your voice is heard in the development of this claim. **This is the last chance to fill out the survey.**



[CLICK HERE TO COMPLETE THE SURVEY](#)

**WE WILL REPORT BACK
WITH THE RESULTS OF THE
SURVEY SOON.**

These results will help us prepare our industry claim on airports, airlines, regulators and the government to introduce the Safe and Secure Skies Commission.

BIG AVIATION WINS

You are rewriting the rules of Australian aviation!



WIN #1

COMPENSATION FOR OUTSOURCED QANTAS WORKERS

We stood tall and united outside the Federal Court on the day **Qantas was mandated to pay potentially \$100 million** in compensation to the workers it illegally sacked in 2020.

After a four-year court battle this is a huge win that **could not have happened without hundreds of members standing together.**

This ruling came a year after the **full bench of 11 High Court judges** unanimously agreed that Qantas broke the law and illegally outsourced workers.



We're reversing the 'Qantas model' in aviation.

A model which has fragmented the workforce and undermined workers rights.

WIN #2

SAME JOB, SAME PAY

TWU members are actively holding discussions with Jetstar and Altara to secure fairer pay for members which will improve pay and conditions for all cabin crew at Jetstar.

The relentless campaigning of TWU members over the years **has won us the Same job Same Pay laws**, which will ensure that labour hire employees earn the same wage as other full-time workers.



UPDATES

GROUND & REFUEL WORKERS



DNATA

Last week, after hundreds of Dnata workers pledged to take action, **we filed a Protected Action Ballot** with the Fair Work Commission.

If the company refuses to reach a fair agreement with them, **TWU members at Dnata will take industrial action.**

After months of negotiations, **Dnata's offer for its ground workers does not adequately address job insecurity, rising cost of living pressures or unfair rostering.**

Dnata and their clients like Qantas must step up!

PAB Ballots are now open.

VOTE YES!

VOTE NOW!

You will receive an email and/or text from Fair Vote, the ballot company, that includes **a unique online voting link** (do not forward this link to anybody).

When you open the link, you'll be able to vote. **Don't forget to click submit.**

Make sure you cast your vote before the **ballot closes on Nov 28.**

If you did not provide an email address or mobile number, you will receive information by mail.

HOW TO VOTE?



MENZIES

TWU's Menzies workers continue to push for a decent national agreement, **after the company offered a sub-standard pay offer** last month.

The offer **failed to address cost-of-living pressures**, inflation and the different pay rates between ports.

Pledge cards are being completed by our members who are considering if they will follow Dnata workforce in industrial action.





AMPOL WIN

With the power of bargaining and unity, refuellers at Ampol Aviation secured a major pay increase of 28% and improved job security provisions.

This came after an 8-month-long and tough fight with the company.

Workers took industrial action at the Sydney Airport after the company refused to address unacceptably low wages of refuellers.

ALONG WITH A 28% PAY INCREASE, WORKERS HAVE ALSO SECURED:

- * More permanent full-time positions.
- * Increased weekend and night shift rates, and,
- * A promise from the company to consult with workers when making major changes to operations.

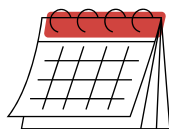
CATERING

DNATA-ALPHA CATERING

Members at Dnata-Alpha Catering are all set to bargain for a new agreement on better pay rates and conditions next month, with Q-catering is also preparing for a bargain soon.

ON NOV 13 AND 14,

TWU's member-led bargaining team will bargain with the Dnata-Alpha Catering at their first bargaining meeting.



DNATA-ALPHA CATERING WORKERS ARE STANDING TOGETHER TO FIGHT FOR:



- * Pay increases and a pathway to 15% super.
- * Fairer rostering for work-life balance.
- * An EA expiry date of 2026 to align negotiations across the industry.
- * Job security through improved casual and labour hire conversion.
- * Increased hours for part-time workers.
- * Improvements to personal and domestic violence leave.

CABIN CREW

JETSTAR

TWU has filed **Same Job Same Pay** applications with the Fair Work Commission to lift the pay of Altara and Team Jetstar members and are in discussions with the company.

Years of outsourcing and cost-cutting at Qantas has corroded wage structures in Australian aviation.

Cabin crew members at Qantas are working under at least six different pay structures for the same jobs.

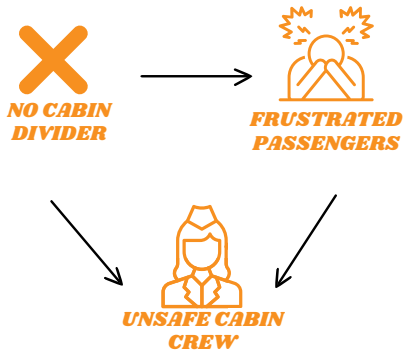
≡ Welcome ≡

ALL THE NEW JETSTAR AND ALTARA WORKERS THAT HAVE JOINED THE TWU TO BE PART OF THIS FIGHT!



VIRGIN AIRLINES

Your HSR's have written to Virgin demanding the restoration of the divider for the safety of both passengers and crew, after noticing a rise in safety incidents on flights since the removal of the cabin divider between Business Class and Economy.



The removal of the cabin divider has led to confrontations among passengers as some passengers assume they can enter the Business Class area, creating a tense and unsafe working environment for cabin crew.

PILOTS



In October, **75% of Virgin pilots** voted in favour of a new agreement that secures significant improvements to their pay and conditions, which had suffered during the airline's administration in 2020.

This followed a Fair Work Commission-assisted bargaining process after the TWU led a no vote on an unsatisfactory initial proposal from Virgin.

VIRGIN AIRLINES

HISTORIC AGREEMENT WON BY VIRGIN PILOTS!

The revised agreement offers historic pay increases of up to 21% on hourly rates over three years.

Meanwhile, the **VA Ramp Services NCC Q2** meeting was held on 22 October 2024 and attended by branch organisers and delegates.

The topics of discussion included:

- New Higher duties clause implementation and upgrades.

Operation manning levels.

- Sick Leave.

- Review of Full-Time employment conversion selections.

- Rostering, including reduced levels in Bag room.

- Safety and equipment, including an increased occurrence of injuries.

We will provide a more fulsome update on these issues in the coming week(s).



ALLIANCE AVIATION

Tackling the Qantas model of business yet again, 97% of Alliance pilots in QLD have rejected a subpar proposed agreement on pay and conditions, prompting them to consider potential action against the company along with pilots in SA.

90% of Alliance work in both SA and QLD is performed for Qantas.

Alliance has been forced back to the table to relook at their offer!



FLIGHT SAFETY COMMITTEE MEETING

TWU Pilots continue to grow across Australia.

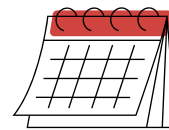
On November 6, the Flight Safety Committee met to discuss peer support trainings for FSC members, FSC member-driven hotline, for direct response support and recent HSR trainings completed by FSC members.

The FSC also discussed recent correspondence to and from CASA and Airservices Australia in relation to Pilbara Airspace and TIBA issues. The next meeting is scheduled to be held in March 2025



NATIONAL AIRPORT COMMITTEE MEETING

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



Next meeting

NOV 12



IN OTHER NEWS

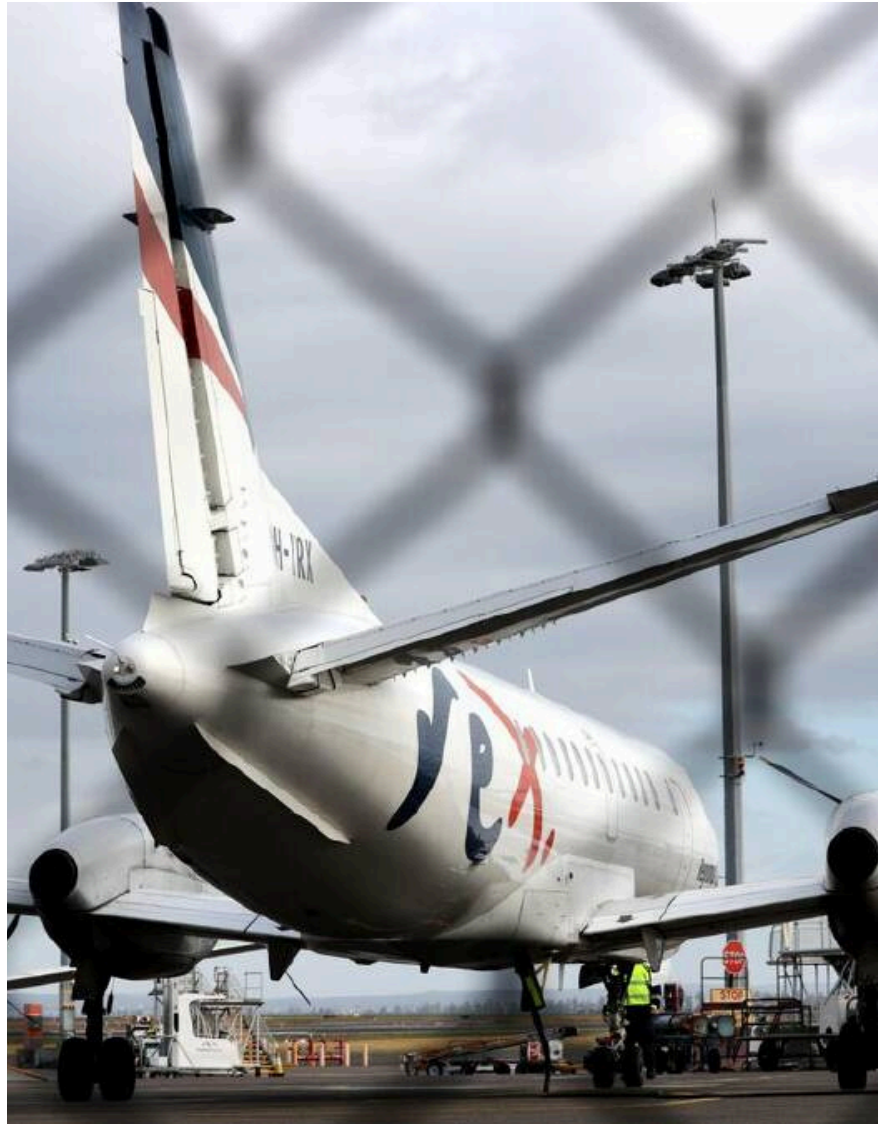
NEW POLL SHOWS SUPPORT FOR GOVERNMENT INTERVENTION TO SAVE REX

A new poll by YouGov of over 1000 Australians, commissioned by the TWU, has shown that:

* **71%**
think government **must**
step in to save Rex.

* **74%**
support the **creation of**
a **new independent**
commission to set
standards for jobs and
services in aviation.

* **75%**
think the government
should **take an**
ownership stake when
it **bails out** failing
companies such as
Rex.



We're continuing discussions to redeploy affected Rex members, push the government and ensure the best outcome for remaining workers and the aviation industry.

These numbers reflect strong public support for government intervention to save the critical regional services of Rex. It shows support for TWU's Safe and Secure Skies Commission to set standards in aviation and restore secure jobs to the industry.

SAFE AND SECURE SKIES @ ITF GLOBAL

Last month, TWU representatives attended the International Transport Federation (ITF) Global Congress in Morocco, where over 2,000 transport union leaders from around the world gathered.

As part of the Aviation Section, we participated in key discussions about raising standards in global aviation in key markets including Australia.

We attended a series of meetings with key unions to develop strategic campaigns on tackling fatigue, staffing shortages, and the negative impacts of outsourcing.



We explored joint opportunities to influence airports, airlines, and regulators both nationally and internationally.

In exciting news, the TWU's Safe and Secure Skies strategy was globally endorsed as the model to improve aviation standards.

This means that as we continue to build our Safe and Secure Skies claim over the next few months, we will have the full support of unions worldwide.

