



FAQ ON DNATA ACTION



dnata delegates have made the unanimous decision to endorse protected industrial action this Friday. Strikes will last four hours and the detailed times are listed below.

This is not a decision anyone takes lightly, but dnata's shoddy behaviour around settlement and continued attempts to divide workers between states has led us here.

Q. Why have delegates endorsed action?

A. Over Christmas it became clear that the current dnata deal still fell short of where the majority of TWU members would endorse it. Instructions from members to the negotiating committee have been clear:

- Improved pay
- Fair overtime payments and shift allowances
- Maintain nominal expiry date of 30 June 2026
- Backpay

While discussions with the company are continuing, dnata's offer is **still not good enough** and we need to keep up the pressure for a fair agreement.

Q. When does the action start?

A. The action will start Friday 24th Jan 2025 at the below times (in local times).

SYD BAGGAGE	SYD RAMP AND CARGO	BNE BAGGAGE	BNE RAMP AND CARGO	MEL, ADL AND DRW BAGGAGE, RAMP AND CARGO
3am-7am	6am-10am	6-10am	7-11am	6am-10am

If you are working overnight on Thursday, you will stop work at the time the action starts for your state and work group.

Q. What does protected action mean? Can I be sacked or disciplined for taking action?

A. **TWU members** who take action tomorrow are protected from any adverse action from the company, with legal notice provided as is required by law.

- **You cannot be terminated or disciplined in any way** by the company for taking protected action.
- You **do not** have to tell your manager whether you are taking action
- Please advise your delegate of any threats from management

In response to industrial action, dnata may threaten a lock out of staff. A lockout is a common threat used by management, but very rarely followed through on because they are desperate for work to resume.

The company may also try to confuse and intimidate us by:

- Communications designed to confuse but never answer the real claims
- Allegations about the union's conduct
- Propaganda about union leadership
- Restricted or denied access to union officials and delegates
- 1:1 meetings with delegates and members, and group meetings outside of formal negotiations
- If members go ahead with action, dnata will likely ask workers to complete forms on whether you will take action. **You do not have to complete any such form ahead of action and if you are asked to, contact your delegate and organiser right away.**
- Management may try and pit sites and states against one another saying one is wanting to settle or that they somehow disagree.

We have already overcome these tactics during negotiations as demonstrated by the amazing PAB results. It is clear that dnata workers are strong, united, disciplined, and most importantly clear that the end result is to settle on a fair agreement, not play games.

Q. Will I be paid while taking action?

A. You will not be paid for the period of the protected action.

Q. What will striking members do on Friday?

A. Each site will look a little bit different on Friday. Delegates and organisers will talk through your site-specific activities.

Wherever you are in Australia and regardless of whether your site has 600 hundred members or 5, we will all be in this fight together.

Q. What if I'm not a member but I want to take protected action?

A. It is not too late to join. Join before action starts on Friday and you will be a proud part of the protected fight together with dnata members standing together across the country.

**YOU MUST BE
A MEMBER TO
TAKE ACTION**

If you're not a member,
[click here to join now](#) or
scan the QR code.

