

# **ALAEA COVID19-March 2020 Members – Q&A**

## **Please Stroll to pick-up your company explicit information**

### **What Happened**

The companies enacted the stand down provisions of the Fair Work Act section 524, or the respective enterprise agreements, to stand employee down without pay due to circumstances beyond their control. these provisions may be contained in a stand down cause under an EBA or under the general provisions of the FW Act section 524. The dates of stand down and stand down terms may vary from one company to another, or from business unit to business unit in the same company.

We have an application in the Fair Work Commission challenging, what we believe is unfair, or going too far with the concept of usefully employed under clauses, or the stand down provisions of the FW Act section 524.

### **GENERAL – Covers all companies**

#### **The ALAEA office is here to support all members in genuine need?**

If you require urgent help do not hesitate to call the office, for OHS issues in the work place, please discuss with and/or email to local manager and supervisor and your local WHS reps and/or Health and Safety Reps. Alaea reps are there to help, support and advise all members if required.

#### **Can stand down run indefinitely a year or two?**

Yes, stand down can run as long as there is no ‘useful work’ that can be performed – the company can say they only operating at half capacity and keep half their staff stood down, but they cannot change your pay levels in the EBA or your entitlements. But may eventually apply compulsory retrenchment.

#### **Have any of our members been confirmed with Covid19?**

At this stage two Lame’s have reported that they have contracted Covid19. If you are confirmed as testing positive, please ensure the ALAEA is notified to ensure that you are provided with the best possible support.

#### **Have the federal government informed the ALAEA of any members that may have been infected with Covid19?**

No, we have not heard from the Government.

#### **What would happen if you are called in to work within the stand down notice period?**

The stand down notice would have to be **revoked in writing** before you could return to work. Special circumstances such as Aircraft recovery etc – please contact the ALAEA for advice.

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#### **If you are required to self isolate and unable to work what leave will cover it?**

There are three types of leave in play depending on your circumstances and does not depend on where you work that are clear.

- If you get covid19 virus you can take sick leave,
- If you don't want to go to work you will have to sort out your own leave
- If you are sent home by your employer they must continue to pay you
- If you are confined by a government restriction i.e. you cannot leave your home or you have to self isolate – at the moment there is no clear guidelines in place and the ACTU and others are pressing for paid leave
- The fourth category of people who are quarantined or isolated and not necessary sick there is no clear answer at this time.

#### **What would happen if the Federal or State government declared a total lock down of all citizens to their homes?**

Only declared essential services would be able to carry out their normal job functions. Essential services usually include LAMEs and support staff at Airports. Everyone else would be mandated by law to follow the conditions as set by the State or Federal government lock down procedures or risk hefty fines or be arrested by the police and imprisoned.

#### **Can they force you to take leave without pay?**

**No**, they cannot force you to take leave without pay. There is an important difference between leave without pay and being stood down. If there is a choice between being stood down without pay and leave without pay, the preferred option is stand down; this is because while on stand down you still accrue leave and other entitlements including years of service.

There may be a suggestion due to the viability of a company that leave without pay will be mentioned.

#### **Can we take carers leave if our children are sent home from school?**

Generally, carers leave can only be used to care for a member of your immediate family because of a personal illness, injury or unexpected emergency. This will obviously depend on the particular circumstances. Although, this may be different in some EBA's and work agreements. There may be provisions in the EBA to allow you to take some Carer's Leave so you will have to check your specific EBA or work agreement for any specific details.

#### **Who takes priority in a division of government assistance to the aviation sector and what written contract assurances do the companies provide to ensure that employee remain employed to gain government assistance?**

The question concerns the money allocated to the airline sector. i.e. is the money going to the allocated for employees to remain employed. There was no announcement that the allocated money was going to be used to guarantee employment. But we may be in a better position as engineers that we will be able still to do work on aircraft when on the ground as against the pilots and cabin staff that will have very limited or no work depending on the qualifications and training.

*Federal government Job seeker and Job Keeper programs have now been announced.*

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*Job Keeper program payments will be provided by the Australian tax office to EMPLOYERS at a rate of \$1500 dollars per employee to eligible employers for all eligible employees whether still working or stood down. Finer details are still being discussed.*

#### **Maybe a consideration to work every third shift in order to share our paid work?**

Yes, that is one idea what we will be looking in to. They did say yesterday that the hardships will be shared, but the exact details of how the hardships with will be shared is not known, and it is something that the ALAEA and the companies will work with. But there may be some restrictions on that in the fair work act, which may mean that It may be one month on and one month off instead of a block on and one off, or every third block on, but we do not know the full details yet and is still being explored.

### **Long Service Leave – Applicable to all companies**

*Long Service Leave is contained under each Australia State Legislation.*

#### **Will Long Service Leave be able to be taken at half pay?**

Yes, Long Service Leave will be able to be taken at Half Pay, payments can be spread out over a time period but the total amount paid will stay the same. The ALAEA believes there will not be any barriers in regards to flexibility with Long Service Leave.

#### **NSW has just altered the legislation to allow LSL to be taken down to 1 day?**

The provision is only applicable if the employer agrees to the change. The Association believes that employers will not allow this and will not agree, due to the extra cost incurred as long service leave can be spread over a longer period.

Victorian state LSL legislation has the same provision. But the above still applies.

#### **Can employers force employee's to take long service leave?**

Yes, within the provisions of your Australian State's LSL legislation and usually with notice period

#### **How would a leave burn program be implemented?**

That would depend on what provisions are applicable under your EBA where you work and what your State Legislation said about LSL provisions and what can be negotiated with the employer.

#### **What is fair and reasonable? does everybody take 4 weeks leave or does somebody with nine months leave take it until he has 4 months leave.**

It is the Association's view that Annual and LSL is taken by employees to ensure their well being and the employer maintains the correct number of employees in the work place, for the work at hand. During stand-down it is up to each member to work out the best way to take leave for their actual situation and circumstances.

#### **Can we get income protection under our Superannuation?**

Income protection usually available in superannuation products cannot normally be used for payment of wages in stand down.

Superannuation member life insurance or total and permanent incapable sections which allow member to access under strict guidelines for members and their families to have a safety net if the

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members dies or due to illness and cannot return to normal employment can usually access their superannuation, these conditions are contained within the superannuation trust deed etc.

### **The Federal government has already announced that you can access your superannuation?**

You will be entitled to access your Super up to \$10000 in this financial year 2019/2020 and the same amount next financial year 2020/2021 tax free – details from the Australian Taxation office

<https://www.ato.gov.au/General/COVID-19/Support-for-individuals-and-employees/#Earlyreleaseofsuperannuation>

## **WHS SECTION**

### **Who do I contact for support during this crisis?**

#### **QANTAS**

Employee Assistance Programme Qantas' employee assistance program is available 24/7 for free and confidential advice and support. Call - 1300 687 327 (within Australia) or +61 3 8620 5300 (from outside Australia) Download the app - search 'EAP Connect

### **Why is there no social distancing in the workplace?**

Ensure you use and follow your OHS procedures and engage your manager and WHS committee members and Health and Safety representatives in the workplace to ensure correct procedures are put in place.

### **Social Media Groups**

Members in several areas have set up social media support groups for the local members to interact on and provide support to each other and is a great initiative with many benefits especially with social interaction between people being controlled in the community to control the COVID-19 virus epidemic.

### **Well being and mental health**

Call your mates up, exercise, have a laugh with a funny video, relax and chill, do something you enjoy, Read a book, do those odd jobs about the house, take a break from all social media and news etc to enjoy life and clear your head all help us all to reduce our stress and anxiety in these uncertain times.

Support each other and family members and if you see someone in the workplace or a friend in is having a bad time then do not hesitate to talk to them and if required get professional support for them.

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### **QANTAS**

**Qantas enacted the stand down provisions of the enterprise agreement to stand down employees that have no ‘useful work’ due circumstances beyond their control. A Fair work commission hearing is being convened about the aspects of no ‘useful work’.**

**The Qantas briefing stated that each individual business unit, Pilots, Flight Attendants, and Engineering, will facilitate the head count required in each business unit, surplus employee’s will be stood down, under the Fair Work Act or respective enterprise agreement.**

**Do we have faith in our engineering management getting this right – being fair and equitable is the Federal Secretary involved, or will be involved in the discussions?**

**Yes,** The head of Qantas Engineering is Chris Snook, we have absolute faith in Chris Snook to allocate work fairly and to secure as much work as possible for Qantas mainline people as possible as this situation proceeds.

The ALAEA will be extensively involved in dealings and high-lighting what they are doing wrong because this is all new and fresh to them as well. We believe we have a lot of experience on our executive to guide Qantas mainline. We have had problems with Jetstar management before and we believe we should be involved to guide them during this situation. It is going to impact every one, especially those on contract work and we have to be particularly mindful of this.

**There’s rumour Qantas will continue flying aircraft once every 7 days to prevent the massive task of preservation. Won’t this keep work flowing?**

Maybe they will, they are going to park approx fifty planes at Avalon, I don’t know whether that means a flight every seven days or not , but they would have to ensure that all their MEL’S are cleared because they will expire when the planes are parked.

At this stage we are not sure of how they are going to keep their aircraft registrations and other CASA approvals etc

**How is stand down going to work at Qantas Sydney?**

***The initial plan at this stage is only for two months – but references have been made that it may continue to September or even further depending on many factors including passenger growth etc.***

The initial stand-downs are to near the end of April, At this stage it looks like people who are stood down in April may be returned to work in May, And those that are working in April will be stood down in May.

They have stated that not all people will be required to work or rotated but have stated that they are trying to make it as fair and equitable as possible using the matrix. They have also stated that the numbers required on any rotation could go up or down.

*A similar situation on other ports just the required numbers required will vary from port to port. The Qantas power-point presentation was finally received the next afternoon.*

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### **What if they stand down the majority of Lame's and Ame's are allowed to work?**

**Yes,** We want to ensure that all Lame's are giving the appropriate level of supervision to Ame's in terms of numbers of Ame's being supervised and ensuring that required aircraft and WHS policies and procedures are being carried out to the required standard. This is to ensure safety standards are not being compromised and Lame's are not being stood down unnecessary and being disadvantaged by any other group, but ensuring that this is done in a manner that does not disadvantage any other group.

### **It was reported on a news agency that Qantas is asking staff to take two months unpaid leave?**

**Yes,** We know that Pilot and cabin crew have been given access to their accrued leave and we will be offering as much information about aircraft work as we can to secure the maximum ongoing employment with all engineering staff.

*Unfortunately the company had already decided on what work is going to be completed and informed us of that plan, but not the whole plan as it was changing every hour and was a works in progress.*

### **Is there any redundancy offers, there are a few older employees that would probably accept redundancy if it was offered and that would reduce some engineering numbers?**

I am not aware of any long term discussions about redundancies at Jetstar, I am not aware of any similar conversations at Qantas-Link, as we had a build up in the Aviation sector and a build up of flying and was not really on the cards.

But there was one group where redundancies may be considered and that was the **Qantas mainline** people, due to ongoing discussion in EBA negotiations there has been a flagging of the 747-400 retirements and a ball park figure of about 80 people that may be offered redundancy. On our estimates there are about 150 people in Qantas mainline that would accept redundancy now if offered today. If the redundancy was put in place before they dished out the work available we would explore and encourage that with the airline.

Due to the Covid19 virus impact long term, we would ask them to retire the 747-400 earlier and offer redundancy now and therefore due to this, there would be more opportunities for work for those employees still in the work[place].

### **Can you take Annual Leave at Half Pay?**

**No,** But you can purchase Annual Leave when the program is open which is only once a year – but we can talk to the company about this program to see if they will reopen it if required.

You can effectively do it at Qantas by using Annual Leave purchase program.

#### **UPDATE**

***Yes, you can under the provisions of the Federal Governments JobKeeper program***

### **An important consideration for anybody considering taking leave with-out pay less than one month is that it does not impact on your years of service or your superannuation entitlements?**

**Yes,** After one month your staff travel start date will change, your employment service time will be frozen which can alter and may result in superannuation service times adjustment.

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**What is the position if the company wants to implement 8 hour shift rosters?**

Yes, the company can do that – with 7 days notice

**If you are directed by the company to take sick leave does it include shift penalties?**

No.

**Can Qantas start sacking people when the work runs out and people have no more leave?**

No, We do not believe they can, but they may enforce compulsory retrenchment.

**What is the matrix selection process that Qantas says is transparent and being used for stand down?**

The association had discussions and presentations with Qantas about the so called matrix and asked if they would be included in the process but this was denied after the company initially agreed to the process.

**What is a Stand down notice – under section 524 of the Fair Work Act And EBA section 14.6.**

Yes, When stood down you are not required to attend for work as your employer has specified that they have no useful for you and you will not be paid. You are entitled to use Annual Leave , Long Service Leave, Days in Lieu of public holidays, and 20<sup>th</sup> Days, and overtime bank hours to apply for leave. Whilst stood down you have no roster but leave is submitted as per your normal roster and your employment service is not affected.

Payments for public holidays still continue (refer clause EBA 10 clause 14.6.8) conditions apply if you have taken alternate employment and also paid for the same public holiday

Days in Lieu (DIL) are referenced in the QANTAS Terminal Covid19 stand-down Q&A.

UPDATE

Due Days in lieu of Public Holidays discrepancies this is now in dispute.

You may apply for up to four weeks of annual leave from your up coming year resulting in you having a negative balance. ( You owe this annual leave to the company).

You may even apply for Leave without Pay – But by doing this you may not be entitled to government assistance ie Job Seeker and Job Keeper

If taken longer than one month your will freeze your length employment service, staff travel entitlement dates and superannuation service dates will also be affected.

Refer your EBA and your Superannuation scheme information.

<https://www.ato.gov.au/General/COVID-19/Support-for-individuals-and-employees/>

**If you are on workers compensation can you be stood down when you return to work?**

**Not, sure** at this point and will require us to check within the appropriate legislation or make some enquires on your behalf.



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**The current 4 on 4 off roster system could be adjusted to allow each crew to work a block every 12 or 16 days so we share it around between all staff. If this was case can the stand-down be a varying length etc?**

Yes, we will certainly look at that, but as I discussed earlier there may be complications in standing people down under the Fair Work Act under the emergency provisions for only four days in their second or third block etc, but we will explore it and may be preferable to some of the other options that are available, or unavailable.

**Will there be a roster change in Sydney Intermediate Maintenance (SIM)?**

No, Discussion on a change of roster to the DMM roster was proposed by the company In further discussions the roster change would be as per conditions in the EBA and a ballot would be conducted as per normal. The roster would have been time limited to a specified period.

In the end the company stated that they would not proceed with the proposed roster change.

**Brisbane Domestic Terminal**

Due to the large reduction of aircraft flights to Brisbane and the impact at Brisbane International The presentation that was show to us was that about 25 percent of the total workforce would be required.

**Sydney International Terminal**

The presentation that was shown to us indicated only 4 people would be required at the SIT.

**Qantas Brisbane Heavy Maintenance**

Has Plenty of work and at this stage will not receive their stand down notice this week (26/03/20) it may be requested that the members in this area, take some form of leave to allow members in some of the hardest hit areas to be able to share the work in this area.

**How safe is our bonus sitting in Qantas bank accounts?**

The ALAEA EBA negotiation team met with Qantas last Monday, no offer has made but the vanilla 3 percent deal was offered to them, still waiting to be hear back on that matter, involved in that would be the bonus, and would also help to secure the jobs and conditions of TSS staff. The money would be allocated when an new EBA was voted up, is it safe to say that it has been allocated to union members were an new EBA agreement has been reached.

**What was Qantas response at the meeting yesterday about the EBA?**

The meeting was delayed by 2.5 hours was was approximately 0.5 hours long due to other crisis meeting being held across the airline. At this time they do not have the time to consider an EBA outcome.

It was discussed with them that they want to finalise this EBA and that our members will be more co-operative when it comes to put some of the new measures in place at this time.

**Is there any plans in place to do long overdue maintenance on aircraft?**

All Qantas group aircraft are carrying defects, We will be encouraging them to carry out this type of maintenance.



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#### **This question relates to redundancies due the the impending retirement of the 747-400 aircraft?**

Yes, There was information about the Sydney area redundancies being available when all the 747-400 aircraft were retired, this has been put on hold at the moment.

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### **TECH SALARIED STAFF (TSS)**

TSS is usually handled by two industrial staff at the Alaea. Stand down about two week behind the hangar and line members. TSS, may benefit from the commission hearings already under-way as any issues that have been identified.

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### **JETSTAR**

#### **Can Jetstar force us to a 8 hour shift roster?**

**No** – Jetstar is locked into the extended hours roster in the EBA.

#### **Stand down selection how will it work?**

At Jetstar the selection process for stand down seems to be some sort of alphabetical surname design.

#### **Jetstar has suggested to use vocation time, but a fairer option is to reduce the work hours per week to suit company demand – by dropping a shift per week or fortnight will not effect the your total pay that much, and people may drop down to the next tax bracket?**

**Yes**, Jetstar have a new EBA in place from last year, the question is how much maintenance will they have when the traffic drops off, Jetstar will be hit harder as there passenger traffic drops off, there will probably be some maintenance that will carry over for several weeks after the fleet is grounded to park aircraft and there is mandatory maintenance requirement ( preservation checks) that will be required on jets that are parked. The next thing would be to look at paid leave first and further discussions will take place on this soon. Their is some contention in who should be on leave first those with lots of leave or those with less. But what we are trying to prevent is people being forced on unpaid leave.

#### **Korr labour hire and Carbine Services are being wound back as well?**

**Yes**, Labour hire firm that primarily supply contracted workers to Jetstar, this it is going to impact everyone especially contractors and we have to be particularly mindful of that.

#### **At Jetstar will Korr contractors be laid off before the permanent employee's are affected?**

Korr will be impacted earlier than the Jetstar permanent staff it may be that some Korr staff are kept on and Jetstar employee's are not, if there were no useful work under the emergency provisions of the Fair Work Act that would create a technical argument as to whether the Korr personnel are employee's or not and whether there was useful work left to do for the Jetstar employee's.

#### **What is classed as excessive leave ie (Long Service Leave), the ames have a clause in their EBA that states that more than 90 days leave is excessive do we have a similar clause in our EBA?**

Just about every EBA refer back to the state legislation for Long service leave provisions which do vary from Australian State to State. Their may be agreed provisions within an EBA which state amounts of accumulated leave but the real question is whether an employer can force you to take LSL and if differs from state to state in NSW they can direct you but they must give you required notice.

#### **What is fair and equitable when people range from a large amount of leave to no leave at all when a group of employees are required to take leave for a leave burn or stand down notice?**

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It is the Association's view that Annual and Long Service Leave is taken by employees to ensure their well being and sufficient rest and relaxation time outside the workplace and that the employer maintains the correct number of employees in the work place, for the amount of work at hand.

### **QANTASLINK**

The Qantas briefing indicated that Qantaslink would be affected but not to the extent of Jetstar. Some Qantas-link aircraft have been stored, but other are still flying.

## **VIRGIN GROUP**

The Virgin group are in financial difficulties and how they are dealing with this epidemic is complete different to other airline, they have been more receptive to ideas suggested by the Alaea, they are released Alaea reps to allow discussion to take place with virgin management to work out the best outcome for everyone, these discussion are not one sided and there are conditions that they say are non negotiable and must apply, due to financial position they are in.

Virgin Tech – operate in all states in Australia.

VARA -Virgin Australia Regional Airlines – operate from Perth to regional destinations as well as Adelaide, Melbourne, Alice springs and Darwin.

Two main groups of people Virgin Tech and Vara – mainly Western Australia supporting mining FIFO – it is a fairly large operation with different aircraft and it seems that there is some positioning as to if Vara or Virgin group with different aircraft are actually going to continue the mining FIFO flying and other flying destinations – so the work may drift towards the Virgin Tech group but rosters and shifts are still to be decided.

There are two Alaea reps at each location and all Alaea reps are negotiating to ensure that the maximum amount of work is obtained for all members affected and we need members support to ensure that the work is shared as evenly as possible.

On many outstations Virgin has shut-down completely and especially the smaller ports where virgin have stop flying and there is no aircraft storage – members may be stood down for 100 percent of the stand down notice.

At this stage it looks like there will be two to three weeks work to park the planes before the reduced shift length shifts are implemented.

### **What Happened**

**The stand down clause is EBA Clause 68 section 2 which stated that the right for Virgin Tech to stand down a team member ensures that all reasonable option for work and leave are explored before stand down is implemented. What that means is that we have been reviewing the proposed changes in line with the EBA but Virgin are proposing changes like roster and shift changes as the best avenue to abiding by the stand down clause and we could have the**

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proposed changes challenged at the Fair Work Commission but it may mean less work and more stand down for everyone.

#### **The Proposed Plan Details.**

At this stage it looks like there will be two to three weeks work to park the planes before the reduced shift length shifts are implemented. At the start of the reduced shift lengths ALL staff will receive there stand down letter.

The company is dividing into two types of stand down letters a partial and a full stand down letter. Staff that are going to be utilised on the ongoing reduced roster will receive a partial stand down letter and everybody else will receive a full stand down letter for at least six weeks. We have have reps involved from Sydney, Melbourne, Perth and Brisbane line and Brisbane Hangars involved in roster negotiations that works best overall for everybody.

How the basic man power and rosters are to work is that any port that has aircraft still flying into it will have twelve people manning it, with a one B1, one B2 and two Ames per crew and on reduced seven hour shifts except Perth due to a longer day finishing at midnight resulting in a nine hour shift.

Outside of that they are having the ongoing maintenance of the active aircraft for those rosters there they are looking at putting staff on a Monday to Thursday shift non a ten gour day shift and the people that are on those shifts will be one block on, one block off, sharing the roles with other staff. At this stage the numbers we are looking at at each port are:

Adelaide has seven parked aircraft and only one flight per day, no additional staff so those operational twelve staff members will also be utilised to do the ongoing parking maintenance on their short shifts.

Sydney without the twelve operational staff, they are having an additional sixteen staff doing ongoing maintenance work.

Melbourne and Brisbane are looking at 64 including 12 operational staff or 52 staff doing ongoing maintenance.

Perth was initially promised 10 additional staff but when stand down notices were issued yesterday the company has done a back flip on that, and only 4 additional staff, even although they are getting back the RPT work out of V.A.R.A. they are still going to have less staff doing less work.

In the main ports the roster its going to be a 4 on, 10 off roster on the ongoing maintenance of the active aircraft, they are going to have another shift looking after the parking program aircraft those staff will be on a 4 on, 4 off roster but base will be on a 4 on 12 off because we are sharing the work between two crews. 11.4 hour shifts, and those staff will be doing the parking program maintenance. So it will be broken up into operation staff, maintenance on operational aircraft staff and parking program staff.

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We know that operational staff in Brisbane is on full time roster but there are plans to adjust that in the next couple of weeks, and the regional manager has released a new roster where the night shift is one hour longer as he wants the social separation for health reasons and it is planned to discuss this next Monday as there is no agreement to change rosters. Feedback is that staff do not want to do this, and we will ask for that change to be reviewed.

**Going forward it may be that all those numbers on the rosters will be under company review and may be subject to change.**

There are already a lot of members in minor ports stood down already, those members have already optioned to take leave, a bone of contention is the 75 percent leave rate, and we have not come to an agreement on that yet, and there is ongoing discussions to negotiate it to 100 percent so member can use it if they wish, especially with the Federal Government JobKeeper program supporting wages by \$1500.

For those members who have already applied for leave throughout the leave period you can alter the leave taken it is not set in stone, you can resend the form that the company send out to elect leave per pay period, and reset the type of leave for each pay period, you can elect for no pay in a fortnight, or partial pay in a fortnight, If we cannot negotiate the 100 percent leave rate, I am going to try to ensure that they do not break it up by pay period so that members will be able to get 3 weeks out of 4 week paid leave and obviously this will blow out to 2 weeks in every 8 weeks. This allows member to opt for JobKeeper for two weeks and the other 3 pay periods hopefully they can opt for full pay.

Another concerning detail in the stand down is that of on-call in outer ports, the company had a meeting with staff just prior to the stand down, and that they proposed to have 2 B1 Lame's to be on-call and in turns, that only have one flight per day the company would pay them for a five hour period on the day they were called in, it was also stated that who ever was on-call would be called out for one shift per week to carry out base tasks, and after getting agreement from the members at those ports, Management stretched the on-call period out to a week instead of the EBA agreed

4 days, so that they can have one person on per shift, and they are going to call-out one shift per fortnight if there are has been no other call outs.

The decision about the above has been passed to those members in the ports if it is acceptable or not.

Management implied to existing staff that if the staff were not on call and the planes would have to be rescued from major port then it may become evident that staff are not need at these ports in the future.

Most ports accepted to share any work evenly across the staff at these ports

### **Is there any redundancy offers**

**No**, there was not any discussion about redundancy in the next couple of years as we had a build up in the Aviation sector and a build up of flying and was not really on the cards.

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### **Did they have a plan together once flying was restarted?**

**No**, was stated that it was a work in progress and did not have any details on that yet.

### **Management was asked about alternative work such as the Vara work to VT in Perth?**

**No**, the information given was that there will a focus on a reduction of staff at VARA and that work will not be given to Virgin Tech.

### **Does Northrop Grumman Brisbane have any work available?**

**Yes**, they indicated that they were interested in getting additional staff and then would bring work forward to utilise them.

Latest info – refer to the ALAEA website for Nothrop Grumman employment notice

### **There was a possibility of Hevilift Brisbane utilising us for some charter work on our Atr's?**

**Maybe**, But no information has been received from the company at this stage.

### **Will P&S staff who as stood down when on the 5 day shift be eligible for the P&S allowance????**

**No**, at the last meeting with management the stated that the allowance would not be paid.

### **We need to push the 100% leave payed out above the 240hrs, and at the default rostered penalties because its been forced by the company?**

**Yes**, this is being done by all the people are trying there best in the negotiation.

### **Do we have a breakdown of skill set/ trade on the different work groups yet?**

**Yes**, that will be posted on the roster and we are meeting with next monday to clarify the rosters looking forward.

### **If you elect to take stand down for 12 weeks will the company provide documentation to this effect?**

**Yes**, if you elect it, you stand down letter will state the full 12 weeks stand in writing under the provisions of stand down in EBA and/or FWA section 524.

### **We have no link in our email for leave to be taken, just a table within the email?**

**Yes**, he problem is that management though we were all on windows office 365 and when they were told that the problem was the hardware and that very few people have transferred of to sharepoint and they had not realised. This is up to management to fix if they want it to function and work as intended. I have asked them to repost the information to get you on-line log-in working and how to utilise it the best from home, but in the interim you will have to use email with a table in it, and the company is going to have to have to do it manually.

### **Can you clarify the difference between stand down and LWOP ? If you elect to take leave iaw with our letters we are in effect electing to go on LWOP?**

**Yes**, if you receive any type of stand down letter, it is classified as Special Leave Without Pay and the stand down hours and you have an option of covering those with other leave Annual, LSL.

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Leave without pay has to be applied for and unless you have special circumstance should be the last resort as, length of service is frozen, superannuation length of service, no accumulation of any type of leave etc can be affected with this type of leave.

#### **If we are to gain employment elsewhere whilst on stand down are we required to notify the company?**

**No**, I do not believe you are required to notify them, if the If other employment is taken during stand down should not affect your employment obligations to the company that stood you down, but

it is reasonable to give reasonable notice to the second employer before returning to your primary employment.

#### **About the parking program roster of 4 on 12 off. I am wondering how that is going to work in with the 6 Weeks Rotation?**

**Yes**, you will be doing a block on block off, at the end of the six week period, the staff will be rotated to staff that are less senior, In Brisbane and Melbourne I am hoping that the members that missed out on the first six weeks, with some staff on full stand down, will get the second six weeks. This means that everybody should get some period of work in those major ports and will be receiving about 25 percent of their normal work. Those that are doing the one block on ,one block off will only be receiving work for 3 week of the six week roster, and will be stood down every second block, and then after six weeks will be on stand down for six weeks.

#### **If stand down goes longer more leave will be required so supplementing leave with hours so 70 percent may be a smarter move?**

**Yes**, that is correct, I would try to give people the option of 100 percent leave if they can, as every bodies financial situation is different, and people are free to chose what percentage suits them best, and the company has the flexibility to achieve that. The company sees this as working on a fortnightly basis.

#### **Would it be possible to take two months of LSL on full pay and then a month of leave without pay?**

**No**, not at this stage the company they are sticking to their 75 percent rule, they will still only pay you 75 percent in any pay period. You will get the full amount for the leave the leave that you applied for.

#### **How much notice is acceptable from the company for a return to work letter?**

**Yes**, if you are talking about if you change you mind and want to be back in the system, It would be for the next pay period, I would let them know that, and this is to the best of my understanding. They may select some one that is more senior and the company may have difficulty in actually achieving the roster changes and it why they have held us to a six week pattern, we have tried to get that reduced as much as we can, but at this stage they cannot cope with under the six week rotation. It is possible that if you opt back in, you may not be available until the next six week shift cycle.

#### **If some one chose to be stood down for the 12 week period can they change their mind part way through that period?**



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Yes, absolutely it will be aligned to the pay period and you can notify the company which section you want stand down and what section you want to be in the mix for work, and depending on your seniority you will go into the mix for ongoing work.

#### **As per the leave letter that it is up to 75 percent?**

Yes, that is correct, at this stage that is all they are willing to accept, so lets say that one of the staff that is doing work and is on a 50 percent rate in a fortnight, they would be getting 20 hours of pay, they can opt to take 10 hours of leave in that fortnight and achieve 75 percent of their normal pay.

#### **What are the rate of pay for leave for those who lose the night shift loading?**

Yes, When you are on the normal day,day,night,night pattern, you will receive the normal penalty rate, the only allowance that they are removing from everyone is the P&S. ??? tambo video  
On the days that the initially tried to put people on their day rate and that was without penalties the Monday to Friday day rate, we did not agree, to that so the company have decided for day shift that you will be on your normal shift rate and not the day shift without penalties.

#### **Will leave be burnt at the new roster reduced hours or hours on our current shifts under the EBA?**

Yes, You can opt to go up to 75 percent per pay period, if you are on a new roster that only gives you 20 hours work, you can increase that up to 75 percent of your normal hours with leave in that pay period.

#### **Does that means if you were to take a months LSL that they would only take 3 weeks off you.**

Yes, that is correct, so if you decided to be stood down for two months, and took Long Service Leave for that whole period, you would be using six weeks of your Long service Leave and two weeks would be without pay. (not leave without pay- LWOP) ??????????Tambo video approx 40:11

#### **Will you have to submit leave forms when on stand down to top up your pay and how they are going to administer this.**

Yes, when stood down all existing leave on the roster will be cancelled, so if you want leave during stand down on a partial of full stand you will have to submit all leave requests using the forms that they are attaching to the stand down letters, so if you are on full stand down you will have to take your leave over that period, and that could change as you want to, so if some one initially says that they want to have full stand down for the full 12 weeks , and I am going to take it at 75 percent of my leave rate, if you chose to take that period at 50 percent leave rate because you are going to run out of leave, or now that I fully understand JobKeeper I do not want to use my leave at all, you can just accept the JobKeeper payment and you can do that, on a fortnightly basis.

It would be administered by the supplied forms you received with the stand down notice via email and not by the normal leave app process.

**Some feedback for Melbourne members worth addressing. How would you respond to those that feel ripped off getting 48% work opposed to the 61%?** Also, the comparisons between our situation and proposed roster compare to the pilots 50/50 with not flying??? Tambo video approx 41:53 has no info about this - probably has no relevance

## **ALAEA COVID19-March 2020 Members – Q&A**

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Yes, There are different jobs on offer here between those on operational roles and would be at the 61 percent, and is being offered to the most senior staff was the most fairest way we could do that, based on the feed back from reps across all the ports, and that is only for a six week period and then it will be cycled into the next staff that are stood down and have not had a chance to work up to that point. That is the only answer I have for this question **as the company is changing the rosters and conditions in each area and if we are going to challenge it, then it may result in even more members being stood down for longer period.**

#### **Is there a need to cancel any pre approved leave, or is it wiped with the new roster?**

Yes, all leave is cancelled when stood down and must be reapplied for, the new rosters should be out next Wednesday and if you are rostered on, and require leave in that roster period you will need to reapply for that leave.

#### **If you opt to take stand down and are able to get part time work elsewhere are you still entitled to the \$1500 fortnight JobKeeper payment?**

Yes. The JobKeeper Payment is not income-tested, so you may earn additional income without your payment being affected as long as you are eligible and maintain your employment (including being stood down) with your JobKeeper-eligible employer. However, you can only receive the JobKeeper Payment from one employer, your primary employer, and you will only receive the JobKeeper Payment if you are a permanent employee of your primary employer, or if a casual employee, not a permanent employee of any other employer.

#### **What about Apprentices?**

Yes, We have raised the apprentice issue at about every meeting we have had with the company and the reply is that they are going to maintain as best as they can for apprentices and keep them in the company, the federal government is offering incentives for doing that, so I cannot see why they would not stay.

The only item the company did mention is that the apprentices still have to meet certain work requirements to maintain there ongoing apprenticeship, and that may be the challenge and that the work scope is what they require, and they are doing there best to ensure that apprentices stay in the system, were they can. I do not have any detail on that and I do not think the company has had the time to progress details about it.

**With the proposed relaunch date set at 14<sup>th</sup> June, just one pay period before the end of the financial year, with what seems to be pending redundancies and management's cost cutting regime on out ports, and Virgin Australia reluctance to open up flying at all, or in the same or less capacity, will the Alaea try to endeavour to get the earliest possible notification so that Lame's are not stretched out on stand down until it suits the company.**

Yes, we are going to do our best to get the maximum notification to staff when they have a relaunch plan in place, obviously staff that are doing other work will be keen to get back to the normal roles in the company.

This is only a best guess, but it still is no know when all the Covid19 restriction will lift, especially in the middle of our winter, and may extend to six months or more.

#### **If I am selected for the parking program or for going maintenance can Annual Leave be taken during the 12 Days between rostered working hours?**

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Yes, leave can be used on your blocks off to increase your total pay, if you are working one block on and one block off you will be on about 50 percent pay rate and use can use leave to increase that to the 75 percent pay rate at its stands currently in that pay period.

**This new let's all start in the Brisbane hangar on Monday, kinda blows the social distancing out the window, wouldn't it be best we just be better to stay on our present roster until new roster is implemented Tambo video 49:05**

Yes, it is not fully understood why they want this, it is about the parking cost, if they can get the parking cost for free at Brisbane, I think it would be safer for the operational staff to start in the line, as it is it is about starting everyone at the hangar, and staggering different crews in the hangar at different times, and it is not a fantastic plan and their will be further discussions next Monday, and we need to ensure it is as safe to all staff as it can possibly be. I will have an update on Monday on the result of these discussions.

For further information please contact either the Virgin Alaea Executive members or your local Alaea representatives. Details are on the Alaea website.

**We need more info on JobKeeper program for when members go on stand down?**

Yes, you do, the Alaea has already sent out the Draft legislation facts but it has not been passed by the Federal Government yet, so we will have to wait until the information is available. Just keep in mind that Virgin seem to be making it difficult for you to make decisions about leave and the JobKeeper program.

**Can any Lame nominate to be Stood-down?**

Yes, you will receive a full stand down notice for the stand down duration. All these stand down letter state the stand down is up to the 14 June at this stage, and is there currently predicted date of return, and if the Covid19 conditions continue. further stand down letters will be sent.

**Just heard from a member in another port that cannot get sick leave that has just had a medical operation?**

No, you cannot according to the Airlines under the Fair Work Act Section 524, you cannot be sick from attending work because there was no useful work in the first place, due to the stand down. That is the argument of the airlines but it is being tested by the ACTU and other unions at Fair work Commission and we shall be monitoring the outcome of the action.

**What about members transferring from a small port where the member or members are in stand-down for 100 percent of the stand down notice transferring to other areas were there is work available?**

No, I do not think we would be able to negotiate where travel to a work area in another state with border closed with living away from home allowance for motels etc and little chance of return to family during the work period.

**Is the JobKeeper payment taxed?**

Yes, it is it is 1308 dollars after tax at lowest marginal rate.

**Do virgin have an assistance line or contact number for Lames that are struggling at this time**

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No Answer in Tambo video

**If you were stood down long term and taking the 1500 dollars do you have to go in if you are recalled to work during your stand down?**

Yes, they can call you in, do you have to go in, it depends on if you have started working with another employer, they have to give you reasonable time to hand in your notice to the other employer,

**Will we be forced to burn leave before accessing Job Seeker or Job Keeper?**

The Federal Government has released details of Job Seeker through Centre link and the criteria and procedures to follow for applying. **This is available if you lose your job.**

Job keeper legislation at this time is still being debated and until the federal government release all the details in this package exact details are unknown. **This is available to employee's who are stood down**

**If you get JobKeeper from the company you cannot get Job Seeker, can the employer force you to come to work for the \$1500.00 per fortnight?**

Yes, they can ask you to come into work for \$1500 worth of work per fortnight, there is discussion with the company about shorter 7 hour shifts – reduced shifts have an impact of approx 61 percent of pay for Virgin line members and approx 50 percent pay for base members and the executive does not support this, the default roster is two days followed by two nights but the shift roster that have been discussed are day 0700-0200 and afternoon 1400 -2100 only with no night shift coverage. This may be outside the conditions set out in the EBA and if therefore subject to debate, but this is up to member to consider, vote and tell us which way you want us to negotiate, and that it may be better to accept these conditions at this time or accept that you may be stand down dates may be extended. The Sydney members have taken an internal vote to accept the conditions or something similar.

**Will the associations reduce Alaea fees or take into consideration members who have been stood down?**

**Yes and No**, the policy we have put in place is if you have been stood down and are not on any leave other than JobKeeper then we will defer your membership payments. Please ring the office to be give them your details for deferral.

**Is there any option to take personal leave under the EBA whilst stood down?**

**No**, under the EBA provisions and the fair work act there is no provisions to take personnel leave.

**Aligning the stand down periods with pay cycle will allow members to be able to track their pay easier as the pay system may not be able to cope with the vast amount of changes required and keeping it simple?**

**Yes**, absolutely this make sense, otherwise some of the money from one period will then go into the next pay period and you would not be entitled to the 1500 dollars from the government. This is why the Alaea has preference to longer periods of stand-down to allow member to take advantage of the Job Keeper payments.

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**If Vara and Virgin Tech in Perth are consolidated what do you think Vara end game is, staff reductions, at the moment Vara management want to selectively stand down on leave without pay Lama's and Ame's and at the same time hire Virgin Tech people to fill the gaps?**

At the moment the Virgin Tech people are under the management of Vara, It looks like that maybe a change to Virgin Tech management for the whole group may be on the cards. The Virgin Tech seem to be a selective stand down of members were as the Vara solution was two days unpaid stand down in sixty four shifts which is quite small compared to some other places.

**I think it will be best to not take leave if you can afford it during this crisis. It means more money to Virgin to ride the wave and allow you to take your leave when this crisis is over?**

Yes, as a general rule if you can afford to not take leave, because you are certainly entitled to the Federal Governments Job Keeper \$750 dollars week program. If your normal pay is \$2500 week and you take leave it will cost you the \$750 Job Keeper payment to take leave, or you take the JobKeeper \$750 and take the \$2500 at a later date.

**Does the Alaea know of any training courses that are available to whilst on stand down?**

Yes, The Alaea will have a look at what training is available and what can be done.

**When is stand down happening at Virgin?**

It looks like they are only going to stand down people after the aircraft are parked, preservation check complete and some required maintenance is carried out.

**Can you get another job whilst you are stood down?**

Yes, you are free to take another job whilst you are stood down. But if your primary employer asks cancels your stand down then you are required to return to your normal job, or hand in your notice and take employment elsewhere.

**Can Virgin force us to a 8 hour shift roster?**

No - The default rosters at virgin is locked into the EBA for what the individual was working when the EBA was signed which is generally 11 hours.

**Are you also in discussions with Job at VA? This is also relevant to other airlines in the virgin group and to other?**

Yes, received a call from their engineering manager several days ago but at that point they seemed very flustered and appeared to not know whether they were coming or going. The Alaea Secretary discussed with them that he would call back in a couple of days to see that the situation was then. It is almost certain that Virgin are going to follow the foot steps of Qantas and their flight will have be cut and ground planes to the same proportion levels.

**Flying to mining communities in Western Australia?**

Does not appear to have dropped off in the west as compared to the business and leisure flying on the East Coast of Australia, and you may have more work available.

**Is there any information on the rescue flight and how they would impact rosters?**

**No info in Tambo Video**

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#### **Can the Alaea push for training into other industries such as mining?**

We do not think the airlines would pay for this type of training, but we could actively push for work at the mining operation by informing the mining companies that highly skilled engineers are available.

### **REGIONAL AIRLINES SECTOR**

#### **How do the regional airlines factor in the federal government support package?**

The government announced a \$715 million dollar support package for the aviation industry. The details are not precise yet because the federal government are still discussing details but the main points mentioned are

- 1) Money is going to be allocated to airlines to save on airport fees, taxes and government cost in relation to running an airline will be proportioned by some method that was not made clear.
- 2) So if you had a smaller airline the money would be allocated proportionally to the size of the airline based on their costs. The larger airlines will end up with a larger percentage of the money allocated in the support package due to their costs being higher.
- 3) The finer details and how it will apply are not known at this stage and are probably still being discussed by the federal government.

### **GENERAL AVIATION SECTOR**

#### **Has there been any money offered to the General Aviation Sector?**

The government talked about the GA sector and they wrapped it up in the discussion of the wider tax savings benefits in the support package and will receive a smaller proportion of the support package due to lower GA costs.