



FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA

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Deputy President Gostencnik
Fair Work Commission
By email: chambers.gostencnik.dp@fwc.gov.au
amod@fwc.gov.au

23 June 2020

Dear Deputy President

Re: AM2020/03 & AM2014/253 Aircraft Cabin Crew Award 2020

1. We write to you on behalf of the Flight Attendants' Association of Australia's (FAAA) International Division and National Division.
2. The Association had planned to be of assistance to the Commission in pushing for changes to address the key issues which we had identified from our assessment of the Exposure Draft published by the Commission.
3. In particular those issues included:
 - a. The appropriate divisor for the hourly rate;
 - b. Appropriate ordinary hours, overtime and days off provisions for Regional flying;
 - c. Passport expense reimbursement for Regional flying; and
 - d. Casual overtime provisions.
4. The COVID-19 pandemic has continued to have an impact upon our members and we have been required to devote our industrial resourcing towards these immediate needs. For the minority of members who continue to fly, there have been a range of COVID-19 specific issues arise.
5. The Aviation industry has been hit particularly hard because of the nature of the COVID-19 pandemic and the restrictions placed on movement both internationally and also domestically. As at the date of this letter there continues to be restrictions on movements between Australian states. As a result of these impacts on the Aviation industry a significant majority of our members remain stood down and reliant on Job Keeper.
6. The pandemic is posing a real threat to the future of the two airline industry in Australia. We are currently engaged in processes around securing the future for the two airline industry and the job security of our members. The FAAA is also currently engaged in processes associated

Teri O'Toole – Secretary International Division
Gareth Uren – Secretary National Division

Page **1** of **2**

with the Voluntary Administration of Virgin Airlines and is represented on the Committee of Inspection.

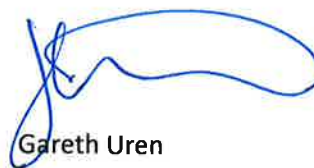
7. Many of our members have obtained secondary employment and/or are engaged in processes around determining the arrangements for work. The primary focus and preoccupation for many of our members has been their ongoing income and future prospects. This has created some difficulties for obtaining witness statements and evidence from members.
8. As a smaller boutique union, the FAAA does not have specific resources which it can dedicate to the Award review.
9. We were hopeful that we could continue to engage and be of assistance to the Commission within the framework of the 4 yearly review of modern awards. However, as the COVID-19 pandemic continues to impact heavily upon Aviation and our members, we have not been able to free up resourcing at this time to effectively engage and assist the Commission.
10. In light of the above, we request that the Commission vacate the hearing dates and associated directions.
11. We hope to be in a position to assist the Commission once the impact of the COVID-19 pandemic on the Aviation industry and our members stabilises. At that time as the range of industrial matters stabilises, the FAAA would lodge an application to vary the Award to take up these issues outlined above.
12. If the Commission were to proceed reviewing these issues of its own motion, we would endeavour to assist in any way that we can. However, we respectfully request that the Commission vacate the hearing and directions and proceed to conclude the review of the Award, while leaving open the opportunity for the FAAA to take up these issues through an application process at the appropriate time.

Yours sincerely



Teri O'Toole

Secretary International Division



Gareth Uren

Secretary National Division

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Page **2** of **2**