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By your side

Tuesday 7th April 2020

Paul Scurrah
Chief Executive Officer
Virgin Australia Airlines
chontelle.griffen@virginaustralia.com

Dear Paul,

Re: Jobkeeper Payment

We write on behalf of ASU members at all Virgin Australia.

On 30 March 2020, the Federal Government announced that they would provide a wage subsidy. The ASU, along with other Australian unions, have been campaigning relentlessly for a wage subsidy for workers to ensure members jobs are protected through the global pandemic since the true extent of the crisis became clear three weeks ago. The Federal Government's announcement is a hard-earned victory and welcome relief.

We write to confirm Virgin Australia position on a number of important matters arising from the JobKeeper announcement.

Applying for the JobKeeper Payment

Virgin Australia must elect to participate in the scheme. It will need to make an application to the Australian Taxation Office (ATO) and provide supporting information demonstrating a downturn in their business. In addition, employers must report the number of eligible employees employed by the business on a monthly basis.

Employers can register their interest in applying for the JobKeeper payment via ato.gov.au from 30 March 2020.

Has Virgin Australia registered its interest in applying? Further, will Virgin Australia commit to applying for the JobKeeper payment as soon as it is possible to do so?

Payment of the JobKeeper Payment to employees

The maximum JobKeeper payment is \$1,500 per fortnight. Many Virgin Australia employees will earn more than this amount each fortnight. We ask you to confirm that employees who are entitled to be paid more than \$1,500 per fortnight will be paid their normal wages or salary.

Superannuation

Employees will continue to be paid the superannuation guarantee on an employee's normal pay. If the JobKeeper payment is greater than the employee's normal pay, Virgin Australia may elect to pay superannuation on the additional amount.

We ask that Virgin Australia pay superannuation on any JobKeeper payments above an employee's normal pay.

Annual leave and other entitlements

The ASU's members have been asked to use paid annual leave and long service leave and to cover lost hours since 30 March 2020 when stand downs were introduced. After being stood down, employees have used their accrued entitlements to make up for the loss of pay.

The JobKeeper payment will be backdated to 30 March 2020.

We ask that Virgin Australia re-credit any accrued entitlements used to make up for lost hours since 30 March 2020.

Guest Services Redundancy process

Following changes to Virgin Australia's international operations, the ASU and the Company have been working through a redundancy process for Guest Services. After completing a voluntary redundancy process, the parties may need to continue discussions about compulsory redundancy. This is because the Company is seeking to reduce 242 Guest Services roles across the Brisbane, Sydney and Melbourne ports.

We ask that Virgin Australia commit to pause any discussion about compulsory redundancies while employees are eligible for the JobKeeper payment to ensure that as many employees as possible retain their employment with the Company for the duration of current and potentially extended stand down periods.

We ask for your reply by Close of Business, 14 April 2020. We also ask that you contact Joanne Knight, ASU National Industrial Officer, to organise urgent discussions about the JobKeeper payment.

Yours faithfully



Linda White

ASSISTANT NATIONAL SECRETARY

Cc – Virgin Australia Organisers

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