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**By your side**

Wednesday, 11<sup>th</sup> August 2021

Todd Reynolds  
General Manager, Workplace Relations  
Virgin Australia  
PO Box 1034  
Spring Hill QLD Australia 4004  
[todd.reynolds@virginaustralia.com](mailto:todd.reynolds@virginaustralia.com)

Dear Todd,

I am writing in relation to the financial support for aviation workers announced by the Federal Government on Monday, 2 August 2021, and the subsequent decision by Virgin to standdown Sydney-based employees, and reduce the hours of employees around the country.

We are gravely concerned by the lack of detail provided to date on the eligibility and operation of the new Federal Government support. We are alarmed by your proposal set out in your slide pack dated 10 August 2021. In particular, we note the following:

- That you are rostering part time employees to a theoretical roster of "miscellaneous duty shifts" that does not reflect usual rostering practices, at just 20 hours a week, and avoids any usual shift or weekend penalty rates, reducing an employee's weekly salary to a mere \$450-550.
- You state that VA is going to "utilise the payments it receives from the Federal Government under the Retaining Domestic Airline Capability (RDAC) program to provide a minimum level of remuneration to impacted team members"
- You also state that "RDAC different to JobKeeper" as it "is not a pass through payment to individual workers".

VA is clearly planning to manipulate rosters to reduce the ordinary amount payable to employees from their usual weekly salaries to an amount around \$450-550 per week, then skim the additional \$200-\$300 a week per employee from the Federal Government payment.

Would you please confirm as a matter of urgency:

- The full details of the new Federal Government financial support payments;
- That you will pass on the full \$750 to affected employees; and
- That your theoretical roster of "miscellaneous duty shifts" will be spread over, and paid at the appropriate rate for, the usual hours of work for your Guest Services employees.

As you can imagine the uncertainty and prospect of being paid such small amounts is causing significant stress to your employees so we would appreciate your urgent response.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Egaske", written over a white background.

Emeline Gaske  
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