

## **United Workers' Union and Flight Attendants Association of Australia Pandemic Partnership Memorandum of Agreement**

Insofar as the United Workers' Union (UWU) has received a proposal to support members of the Flight Attendants Association of Australia (FAAA) who have been deployed or secured temporary employment in occupations or industries outside of their current employment due to being stood down in the current COVID Pandemic and which are organised and represented by the UWU.

And whereas due to the current travel restrictions associated with the restrictions imposed by the Federal Government in response to the pandemic, most of the FAAA members have been stood down from their aviation jobs and have been appointed or secured to work in other areas of various industries.

The UWU and FAAA have resolved to make this Memorandum of Agreement (MOU) that reflects traditional union of coverage but acknowledges the circumstances that members of FAAA find themselves in which include temporary employment in occupations and industries of the UWU and the need of FAAA to maintain a link with their members during this time.

This document those understandings.

It is therefore agreed between the unions:

1. A Member of the FAAA who is temporarily working in an occupation or industry where the UWU has members will be able to become a member of the UWU by completing the membership form created for this express purpose as appears at Attachment A.
2. For the purpose of the UWU rules the membership will be known as a Community Member (FAAA) and admitted as a member of the UWU under rule 13.
3. That the joint membership would remain in place until 1 May 2021 after which time the unions shall review the continued operation of this MOA.
4. During the period of operation of this MOA:
  - a. The membership fee payable will be \$0
  - b. The UWU will periodically provide membership details to the FAAA of those employees who become community members.
5. The UWU expects that employees who are not currently a member of the FAAA or are no longer a member of the FAAA shall be considered to be eligible to join the UWU as Industrial Members and will pay the applicable membership fee under the UWU rules. The FAAA will encourage employees to do so
6. If an FAAA member is employed permanently in a UWU occupation or industry, and severs their employment with their airline employer, this Agreement would no longer apply and the person

would be expected to join or amend their membership of the UWU to that of an Industrial member and pay the applicable membership fee under the UWU rules.

7. For the purpose of assisting members of the FAA covered by this MOA:
  - a. FAAA will assist UWU, where practical and at UWU's request, in the resolution of any individual grievances or issues including litigation on behalf of any FAAA member;
  - b. FAAA will work with the UWU to promote organizing in areas where it's members work and will encourage activism and participation in the UWU amongst members covered by this Agreement.
  
8. This Agreement will be administered jointly by the UWU and FAAA and each union will nominate a central contact person for the exchange of membership information and details, consistent with each union's privacy policy and obligations.

Executed as an agreement this 10<sup>th</sup> day of December 2020.

Executed by:

**Flight Attendant's Association of Australia  
(FAAA)**

**United Workers' Union  
(UWU)**



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*Signature of Authorised Officer*

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*Signature of Authorised Officer*

TERI O' TOOLE

Timothy John Kennedy

*Full Name*

*Full Name*

14 December 2020

10 December 2020

*Date*

*Date*