



Virgin Enterprise Bargaining Agreement 2009

YOUR PAY, YOUR SAY

Virgin Blue employees across Australia are currently being asked to consider a draft new EBA. This agreement is the outcome of lengthy negotiations between rank and file TWU members, officials and Virgin Blue managers since November last year. The draft agreement represents the outcome of these negotiations and reflects the current economic environment. We can't achieve any more by talking to management, now its time for Virgin Blue employees to have their say. Remember this is your job, your pay, your future!

Operational Clauses:

- ▶ 3 year agreement from the date of approval
- ▶ 3% wage and allowances increase in last year of the agreement 2011
- ▶ 3.5% one off productivity payment on 24th August 2009 & 1 July 2010

The proposed agreement delivers the following for Virgin Blue employees:

- ▶ Commitment from VB to real job security for TWU members, including redundancies as an absolute last resort
- ▶ Commitment from VB to no further contracting out of work performed by VB employees
- ▶ Commitment from VB to reducing existing contracted out work and bring it back in house where possible
- ▶ Commitment from VB to create full time positions where they can be operationally justified with approval

- ▶ Commitment from VB to no further utility days and that all employees shall be paid for all time required at work
- ▶ Improves higher duties provisions to allow for 4 hour threshold for payment of higher duties
- ▶ Defines the roster cycle and roster arrangements moving forward
- ▶ Clarifies GCC Home based work provisions
- ▶ Commitments to renegotiating an agreement with TWU members 3 months before the new agreement expires
- ▶ Introduces a new classification structure and new lower rates of pay for new starters but ensures existing employees rates

The proposed agreement makes the following changes to existing terms and conditions:

- ▶ Introduces new 6 to 12 hour rostered shift provisions for all full time employees

The proposed agreement introduces new part-time provisions for all part-timers including:

- ▶ Rostered shifts of up to 6 days a week, with a requirement for 2 consecutive days off per fortnight
- ▶ Minimum of 40 hours per fortnight, and 16 hours per week for all part-timers
- ▶ Part-time shifts from 4 to 12 hours per day
- ▶ Provisions for part-timers to work up to 76 hours a fortnight
- ▶ Part-times to be eligible for overtime only if they work in excess of 12 hours a day or over 76 hours a fortnight

The proposed agreement introduces new provisions for all casual employees, including:

- ▶ 25% loading for all work performed
- ▶ 4 – 12 hours per causal shift
- ▶ Casuals eligible for overtime for work in excess of 12 hours a day or 38 hours a week

Other changes include:

- ▶ Longer probationary period for new starters of up to 90 days plus 4 weeks
- ▶ The removal of the existing gainshare payment provisions

For more information contact your TWU delegate or join the TWU and have your say in your new Enterprise Bargaining Agreement.

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