

FIRST ROUND OF VOLUNTARY REDUNDANCIES ON OFFER

This week Virgin will be providing all cabin crew with an information pack on the Expression Of Interest (EOI) process for the first round of Voluntary Redundancies (VRs).

There has been some confusing information around this process that we have sought to clarify. This process will not be asking you if you would like to elect to move (either temporarily or permanently) to part time. This EOI is only asking if you want to take a voluntary redundancy. It is a process for those workers who have decided that a redundancy is what will work best for them.

After this preliminary round is complete there will be further discussions around other options including potential part-time options and further redundancies.

The redundancies will be paid in accordance with your EA and should include:

- Payment in lieu of notice (if electing option 1) →
- Severance pay
- Accrued annual leave and annual leave loading
- Long Service Leave (depending on length of service)
- Accrued Days in Lieu

WHAT IF I WANT A VR?

If you know that you want to take a redundancy, then this process may be the best option for you. Please:

- Demand updated Days in Lieu and Annual Leave Loading calculations;
- Check calculations are correct;
- Follow Virgin up for any corrections immediately;
- Remember this process is binding; and
- Remember you will have 2 weeks to complete the EOI

WHAT IF I AM UNSURE ABOUT A VR?

This is your first chance to take VRs, but it will not be your last. If you are unsure, we would encourage you to review the information, seek financial advice, talk to your delegates and follow Virgin up for any other relevant information you need. If you are still unsure we would advise you against completing an EOI at this time as the process is binding. This initial EOI process is really for those workers who know they want to leave at this point.

If you need information or support, please contact your delegate or the TWU office.

VR PROCESS

Your TWU delegates have held a number of meetings with the company to ensure you have been given as much information as possible to help you make an informed decision.

After negotiations with the company, anyone electing to take a VR will now have the option to nominate that it would take effect on either of the two following dates depending on what works for you:

Option 1)

3 October 2020 (VA) or
30 September 2020 (TT)

If accepted, this will be the final date of employment, with redundancy entitlements to be paid and payment in lieu of notice of termination up to 7 days after termination; or

Option 2)

3 April 2021 (VA) or
31 March 2021 (TT)

If accepted, the crew member will convert to leave without pay (LWOP) from 4 Oct 2020 (VA) or 1 Oct 2020 (TT) and access the applicable JobKeeper scheme if eligible. Redundancy entitlements to be paid up to 7 days after termination (but no payment in lieu of notice)

Both options will include ongoing staff travel benefits for a period of time. The length of time for this is still be debated between the TWU delegates and Virgin management to ensure the best outcome for those accepting redundancies.

Help is available should you need it.

Reach out to your delegate or official, or for further help: Lifeline 13 11 14 | Beyond Blue 1300 22 4636

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www.twu.com.au/join

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