



TWU
VICTORIA / TASMANIA

VIRGIN CABIN CREW BARGAINING UPDATE

2 DECEMBER 2020

IN-PRINCIPLE AGREEMENT REACHED



After a tumultuous year for Virgin workers, your TWU bargaining committee has reached a proposed Enterprise Agreement that significantly improves upon the claims originally made by Virgin.

Virgin's initial claims would have significantly stripped back our pay and conditions, but we pushed back. With your help, your bargaining committee has fought hard to reach an agreement that takes into account the current pandemic and uncertainty across the aviation industry while ensuring any disruption to workers' pay and conditions is minimised and temporary. Your TWU is committed to build on these clauses in the next bargaining round in 12-18 months.

Your bargaining committee has also been successful in achieving some wins on items we've been fighting hard for over the last few years.

Over the coming weeks you will have the document and summary of changes to review before you vote.

WINS:

- ✓ 2 additional Gold Days per year
- ✓ Stricter limitations on disrupt/displacement
- ✓ Crew member choice to work duties that exceed hours (up to 3 hours prior to sign on)
- ✓ Overtime now paid at double time
- ✓ 1 to 4 duty hour credit for home reserves
- ✓ Increase to sign on time
- ✓ New additional PT arrangements
- ✓ 2 weeks domestic violence leave
- ✓ Temporary base transfers
- ✓ Promotions remain guaranteed even if leave conflicts with training
- ✓ Can raise formal disputes for any reason
- ✓ Union rights including inductions, training for delegates, and paid time to bargain

CHECK OUT THE CHANGES TO YOUR CURRENT AGREEMENT >>

CHANGES TO YOUR CURRENT AGREEMENT:

Virgin's original Log of Claims	End result	Explanation
X 3 year agreement from registration	✓ 3 year agreement backdated to October 2019	You'll be able to bargain again in 12-18 months
X Daily duty limits 12-15 hours on all flights	✓ • 12-14 hour duties (limited to 2 sectors + paxing on last sector if required, no back of clock) ✓ • Up to 11-hour duties (limited to 4 sectors)	Significant limits applied to 12-hour duties
X RP limits 144	✓ RP limits 140	Your current RP limits remain the same
X 8 DDOs	✓ • 8 DDOs, plus 1 opti-day	The company would not move until you took action on Workplace!
X New pay scales for all crew	✓ No existing crew earning less than their current VAA base salary	No one will go backward on base salary
X Senior crew salary reduction and forced extra responsibilities for allowances	✓ Senior crew to maintain current salary with choice of additional duties	No change to total senior crew salary
X VAI, ATR and TT re-deployed into new lower scale	✓ VAI to be placed on the most comparable VAA base salary as per the current transfer policy	Significant improvement to what was proposed
X Overtime only payable after 144 hours per RP and removal of all daily overtime	✓ Overtime paid at double time after 12 hrs daily or 140 hrs per RP	Overtime will be paid at a higher rate. Will also be triggered daily and per RP (where applicable)
X Removal of overnight allowance and replaced with only a flying allowance of \$14.20 not including paxing	✓ • Flying allowance of \$14.25 including paxing ✓ • \$40 overnight allowance	Similar pay outcomes per RP to current overnight allowances

For what has been an incredibly unstable year in aviation we have managed some significant wins. In 12-18 months, you'll be in a better place for further bargaining as the aviation industry begins to recover. It's even more important now to be a TWU member, to hold Virgin to account with all the positive changes you've won, to build strength for your next negotiation and to stand with your colleagues to win even more.

TOGETHER, WE ARE STRONGER. JOIN NOW FOR A BETTER FUTURE.

www.twu.com.au/join

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