

VIRGIN PAY OFFER STILL WELL SHORT: DELEGATES ENDORSE PROTECTED ACTION BALLOT

At last week's negotiations, your member-led team made some progress with Virgin management on:

- Higher duties – progress on improvements to clause
- Medical absences – increase from 7 to 10 single days without needing a medical certificate
- Status quo – agreement to have status quo for disputes in relation to the content of the EA

Frustratingly a number of crucial claim items are still far from where we need them to be, including:

- ✗ **Pay** – the only improvement was an offer of 24c more an hour for level one. No further increases for any other classification
- ✗ **Part-time hours** – no increase to minimum hours
- ✗ **Days in lieu** – no improvements
- ✗ **Super** – no pathway to 15%
- ✗ **Site rates** – no commitment to pay replacement labour/labour hire EA rates and conditions
- ✗ **Shift length** – Virgin management have pushed ahead with the proposal to change shift lengths with a span of 6-10 hours.

Classification Level	Award	VA Offer	TWU position	Menzies 1 yr of service	Menzies 3 yrs of service
1	\$24.34	\$25.07*	\$27.00	\$24.65	\$27.63*
2	\$24.45	\$25.67	\$27.50	\$26.53	\$28.80
3	\$24.86	\$26.60	\$28.00	\$27.44	\$30.16
4	\$25.55	\$28.89	\$30.00	\$28.51	\$32.80
5	\$26.70	\$30.44	\$31.50	\$31.30	\$33.39
6	\$27.58	\$31.44	\$32.50	\$31.86	\$34.41
PC LH	\$28.76	\$32.44	\$35.00	\$33.76 (L7)	\$34.41 (L7)

*VA's only improved offer

*Menzies currently offer this hourly amount at employment commencement

MOVING TO A PAB

- ▶ Your bargaining team met to discuss the next steps and decided it's time to file a Protected Action Ballot application to the Fair Work Commission (FWC). This endorsement comes after hundreds of action pledge cards were returned by members.
- ▶ This is not a step taken lightly, but after months of negotiations, while some progress has been made, Virgin management needs to know the current offer is not what the workforce needs, or will accept.
- ▶ **Only members of the union are eligible to take protected industrial action.** Join at twu.com.au/join

NEXT STEPS

- Two further bargaining meetings have been set to continue to push for a fair agreement.
- Virgin has committed to presenting a revised offer ahead of the next meeting.
- There will be more information put out over the coming days depending on what Virgin management offers. Any escalation plan will be determined with delegates.

STORES

Your bargaining team were finally provided with a response to the Stores' claims. Discussions will take place this week to analyse the offer and determine if Stores members want to be part of the single Airside EA or have their own. The current Stores offer sits below that being discussed for the rest of the group.

Q. What is a Protected Action Ballot?

A. It is a tool available to workers to put pressure on employers to improve negotiation offers. It is the first step in gaining protections under the Fair Work Act to take action if it becomes necessary.

Q. Why are we escalating?

A. There are a number of actions available to union members when bargaining starts to reach a temporary impasse like this. The most common form is for members to take protected industrial action. **All union members have the right to take protected industrial action to help reach a fairer outcome in bargaining.** The rules around this process are set out in the Fair Work Act, and thousands of union members take this step every year to secure fair agreements.

Q. Will the company know what I vote for?

A. **No, voting is strictly confidential.** Virgin won't know if you have voted, or what you have voted for.

Q. How does the process work?

A. After delegates endorsed this approach, the TWU will today apply to the Fair Work Commission (FWC) for a Protected Action Ballot (PAB). Once a PAB is approved, all union members will have the chance to vote on the right to take various types of action.

Q. What kind of protected industrial actions are possible?

A. Protected industrial action isn't limited to stopping work. Other forms can include:

- Stoppages
- Bans on higher duties
- Bans on loading and unloading types of luggage and freight
- Bans on paperwork and other duties
- Bans on using vehicles

Q. Will I be paid while I'm taking protected industrial action?

A. If you are taking action the employer cannot legally pay you for the day you don't perform work. If you perform partial work, i.e. refusing to perform a full service then they employer may reduce your pay for that day.

Q. How soon will we be taking action?

We are still a number of steps and many weeks away from gaining protection for any sort of action, which will only be taken if negotiations don't get us to an agreeable place in the meantime.

Step 1 – Application to the FWC

Step 2 – Ballot of members – TWU members get to vote on the types of actions they may want to take. This is a chance to send a clear message to management on our unity and strength.

Step 3 – Delegates meet to decide what actions they want to collectively take

Step 4 – Notify Virgin of the action

Step 5 – Take action

Q. Will we have to take action?

A. Action is always a last resort and members' choice. We are hopeful that Virgin management will come to the table with a fair outcome before action is necessary.

**TO LEGALLY TAKE PART IN A PAB AND ACTION,
YOU MUST BE A UNION MEMBER**



**JOIN
THE
TWU**

