

# VIRGIN'S PROPOSAL FALLS SHORT

Your member-led TWU negotiation team met with Virgin Australia this week.

Virgin provided your team with a proposal which the company felt addressed your log of claims, but which instead **falls well short of the critical issues you have raised, including a failure to address any of the claims we put forward to address fatigue.**



Virgin has committed to provide a further response to our log of claims in writing over the coming weeks and we will provide a further update then.

## VIRGIN'S PROPOSAL INCLUDED:

### ▶ EXPIRY OF AGREEMENT

- An agreement expiry that could **leave you out of the industry fight in 2026**

### ▶ WAGES

- New salary model for CC1-CC4. Salaries weren't confirmed, but increases for 2024 and 2025 will only be 3%
- All Senior Crew to have wages frozen with **no cabin crew able to attain senior crew levels** and increases of only 3% per year of the agreement
- Cabin Manager and Cabin Manager 1 to become a single rate with 3% increases year on year and **no future salary progression** as Virgin proposing CM2 will be frozen and will no longer be offered to any Cabin Managers
- Minimal increases to certain allowances including a \$2 per year increase to the layover allowance.

### ▶ FATIGUE

- Requiring positioning crew to be able to be directed to assist with in flight crew rest breaks.

### ▶ BONUSES AND OVERTIME

- An end of RP bonus structure based on you working 135 hours or 140 hours. This would penalise crew who have credits due to sick leave, fatigue and personal leave as these **will not be counted towards your hours**
- A new daily overtime trigger between **10 and 12 hours of 150%** of your base hourly rate. This falls short of your TWU claim where overtime payments commence at **9 hours at 150%, and 200% from 11 hours**

### ▶ PARENTAL LEAVE

- **Updated parental leave clause** – primary carers to receive 12 weeks paid and secondary carers to 4 weeks paid with the clause now being extended where a child is adopted

## VIRGIN REJECTED TWU CLAIMS:

- ✗ Increase in **DDOs** to 10 per RP
- ✗ Reductions to daily or roster period **duty limits**
- ✗ Increases or expansion of **buffers**
- ✗ Increases to **superannuation** above mandatory contributions
- ✗ Increase to **rest period lengths**

## ATTACKS ON SICK LEAVE

Virgin Australia also put forward a number of claims designed to disincentivise the taking of sick leave including

- reverting sick leave to unpaid sick leave where a proof of absence is not submitted on the first day back at work
- require crew to access an extra sick day when made reassignable on Back of Clock duties



**CONTINUE READING**



# VIRGIN MUST START LISTENING

Virgin is out of touch and has not heard and understood that cabin crew need a balanced agreement that delivers:

- ✓ **Fair wage increases** recognising the work you do after years without a fair increase, as cost of living skyrockets
- ✓ **A clear path for career progression** that recognises tenure and your commitment to the company
- ✓ Improved work rules to **protect your days off and reduce fatigue**
- ✓ **Guaranteed job security** over the life of the agreement
- ✓ Recognition of your time on **available days** including home reserve

## GOOD, SECURE JOBS



### JOIN THE PHOTO PETITION



Download the photo signs on the right and take a photo of yourself and your workmates, or participate in a yard photo with organisers. Send it in to [media@twu.com.au](mailto:media@twu.com.au) or post on your social media accounts with the hashtags **#GoodSecureJobs** and **#RespectForWorkers**

[Click here](#) or scan the QR code to download the photo signs



TWU members' survey

Member claim endorsement

Member-led negotiations

Member report-back meetings

Fight to win in-principle EA



### JOIN THE TWU TODAY

@TWUAUS

It is time to send Virgin a message: we need a fair deal that considers ALL of the matters in our log of claims and delivers the balance that crew so desperately deserve. This is just the beginning but we need crew to join and encourage your mates to join.

If you're not a member, Scan the QR code above or [click here to join now](#).

**UPDATE YOUR DETAILS HERE**



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