

After a two-decade-long destruction of decent aviation jobs, which resulted in total collapse during covid, we're continuing to rebuild the aviation industry through our plan of:

- ▶ Fairer agreements
- ▶ More sustainable supply chains with airports and airlines
- ▶ Overdue regulation

This month we've seen great some great wins.

QANTAS HIGH COURT WIN



TWU members have had a historic win: after three years of relentless fighting, the High Court unanimously agreed with two Federal Court verdicts that Qantas illegally outsourced 1700 ground handling jobs.

[Click here](#) to see the media coverage.

This win is due to the massive efforts of TWU members who have fought to hold Qantas to account for its disgraceful conduct. **Their story shows what we can do when we stand together.**

We've sent a message to every other company in Australia that when they do wrong by workers, the TWU will stand up and fight.

AIRPORT COMMITTEES BACK UP AND RUNNING

Across the next month TWU Airport Committees will return at ports right across Australia. These committees, made up of TWU delegates from a range of companies and all aviation sectors, will work together to develop and implement the next phase of the aviation rebuild.

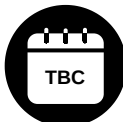
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CLOSING THE LOOPHOLES BILL

Tony Burke, the Minister for Workplace Relations, has now introduced the "Closing the Loopholes Bill" to Parliament, which if passed would mean:

Same Job Same Pay

- To make sure that labour hire workers doing the same job will be paid the same as employees on an EA
- Companies like Qantas deliberately use labour hire to bring down pay and conditions
- This Bill would ensure companies can't use that loophole to get around the strong pay and conditions workers have built up

Other workplace rights

There are also provisions in the Bill for broader workplace issues around:

- Wage theft
- Industrial manslaughter
- Delegates' rights
- Rights for casual workers

AVIATION WHITE PAPER

The Department of Transport has released its first green paper as part of its white paper to determine the future of the aviation industry. We've raised concerns with the Department and Minister's office that the review **fails to focus on the creation and protection of decent aviation jobs**. The TWU is also commissioning a research paper into the impacts of lowering standards in aviation jobs and the need for reform going forward.

We will be asking members for input into both the TWU and the Department's process, because you should have a say in what your industry looks like.

CONTINUE READING FOR VIRGIN UPDATES

VIRGIN UPDATES



Bargaining is now underway in all TWU membership areas across the Virgin group. Delegates and officials met last week to discuss:

- ▶ **Bargaining progress** (or where the company is stalling or putting out unacceptable claims)
- ▶ Bain management's lack of formal response to the **Bain claim**
- ▶ The surge in **new members** signing up (welcome to the union!)
- ▶ The **escalation plan** to ensure fair outcomes across the company

From the Bain claim and EA claims, it is clear TWU members are serious about the need to lift pay and conditions, and address the company's declining work life balance. It's time for Virgin management to work with delegates and officials on fair outcomes providing overdue corrections.

JOINT DELEGATES' MEETING

Delegates came together again for an honest assessment of the progress of bargains and the company's attitude in negotiations and with members. The group voted up a resolution calling on:

BAIN CLAIM	Bain management called upon to immediately respond to the current Bain claim set out in correspondence in 25 July 2023.
BARGAINING	Support for Virgin Ground Crew plan for potential protected action in support of the claim Support for VARA Cabin crew plan for potential protected action in support of the claim Support for Virgin Cabin Crew plan for considering action if progress is not made against claim Support for Virgin pilots in upcoming six weeks of face to face negotiations that must see progress against the membership proposal Demand that Virgin management stop stalling and immediately respond to the Stores claims in the Ground EA negotiation.
VA GROUP WAGES POLICY	Rejection of Virgin's wages policy of 3% p/a. Such an outcome fails to deliver liveable or fair increases to the Virgin workforce and will not be accepted by any worker group.
SAFETY AND FATIGUE	Virgin must respond to health and safety claims and start taking seriously: <ul style="list-style-type: none"> • Mass issues around fatigues, rosters, hours and staffing • Weather and crewing numbers • Improvement to work life balance

We have strength when we stand together across all work groups making us the biggest Virgin union. **We must use that power to ensure each group get the outcome they deserve.** We're calling on Bain to commit to:

- ▶ An employee share scheme
- ▶ An insourcing model
- ▶ Respect for workers
- ▶ Ongoing investment
- ▶ Commitment to industry reform

BARGAINING UPDATES

Bargaining is now well underway across the Virgin group. The company must return to the table with real improvements to rosters, hours, fatigue, and pay and classifications. **A 3% wages policy will not cut it.**



GROUND CREW

VA management has started to work through important claim items like higher duties, classification relativity and more full time roles and improved part time conditions, **but the offer still falls well short.**

There is still no decent pay rise on the table and higher duties, overtime, part time rights, WHS and disputes processes are some way off resolution.

On that basis, delegates have now endorsed preparation for protected industrial action.

This step is not taken lightly. Pledge cards are streaming in, and delegates will meet again after the next bargaining meeting to assess progress. Discussions will continue on site in the coming weeks to ensure members are consulted at every step of the process.



CABIN CREW

Though some progress has been made in bargaining with claims like gold days, buffers, rest breaks and leave, Virgin's proposal on wages and classifications fell well below members' claim and failed to deliver a fair wage increase/classification proposal.

The company also rejected important claims around overtime, duty limits, and DDOs.

The group will consider the steps taken by VA Ground and VARA cabin crew if the company doesn't make considerable improvements towards members' claims.



PILOTS

In the first pilot bargaining meeting, the member-led team presented a proposal which outlined claim items and solutions to raise the pay, hours and conditions of the last agreement. As in the other EAs there is serious work to do get the agreement to where it needs to be to be competitive in the market as well as fair to pilots. **Pilots need to see:**

- ▶ MCG of 69 hours per RP
- ▶ Higher hourly rates
- ▶ Productivity/options to address VA's perceived undertime issue
- ▶ Lifestyle, OT and career progression.

VA management acknowledged the creative solutions reached in preparing the claim. However, we need to see considerable movement from Virgin across the next six weeks of fortnightly face-to-face bargains, including breaking the 3% wages policy. The claim is necessarily ambitious and supported by all TWU members across Virgin. It must be addressed by management.

As a result of sustained TWU pressure the re-employment Deed with proposed amendments from the TWU has now been accepted and the document is ready to be executed. The TWU will continue to hold Virgin to account to comply with commitments to pilots.



VARA CABIN CREW

Like Virgin Ground Crew, this group is exploring all options for action to advance the claim. VARA management must walk back attacks on the classification scale and deliver a fair pay increase. Members will not accept the introduction of a 'B scale' like we infamously saw in Qantas. They've been signing pledge cards to support action and will be closely watching management's response at a meeting at the end of this month.

VARA PILOTS MOVE CLOSER TO SETTLEMENT

Drafting of the VARA Pilots agreement has now commenced, with some areas of discussion being finalised but expected to be resolved in coming weeks, ahead of a draft being circulated and put out to vote. We'll provide updates as drafting is finalised.

OCEANIA GROUND AND PAX



Bargaining has commenced in Oceania with the claim being finalised and ready to be put to the company. With membership jumping across the country, we've told the company bargaining should happen face to face, with delegates from the major ports coming together to resolve a fair national agreement.

NEXT STEPS IN OUR CAMPAIGN

- Meetings will continue on site in coming weeks
- TWU will write to Bain and Virgin management with outcomes of joint Virgin delegate meeting
- Members will prepare for possible protected industrial action across a number of bargains
- HSRs will meet to discuss unresolved safety issues that have been raised with management through bargains but have not been addressed
- Virgin delegates will report back to the wider aviation delegate groups across the country in upcoming Airport Committee meetings

KEEP TAKING PHOTOS AND SHOWING YOUR SUPPORT FOR THE CLAIMS!

NOW IS THE TIME TO JOIN

+300

NEW MEMBERS

We're seeing hundreds of members joining across the worker groups around the country. The TWU is the only union with coverage across the airport, and we have a clear plan to raise standards for all aviation workers.

[Click here to join now](#) or scan the QR code.



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