

IN-PRINCIPLE AGREEMENT REACHED



TWU members have overwhelmingly endorsed the Virgin Ground offer at meetings and discussions over the last four days. On this basis your member led bargaining team has advised Virgin management that an in-principle agreement has been reached.

NEXT STEPS

- ▶ Drafting of the new agreement including all agreed improvements will be completed in consultation with TWU delegates
- ▶ The PAB process will be withdrawn as we have reached in-principle agreement
- ▶ The draft agreement will then be put to all workers for a vote in December
- ▶ All workers will have 7 days to review the document ahead of a vote
- ▶ Backpay will be paid to all workers when the agreement is voted up

HUGE WIN FOR TWU MEMBERS

This is a historic win for TWU members. In addition to the highest pay rises secured at Virgin Ground (14.5% - 26.5% over life of agreement) the agreement delivers:

- Aligned expiry date of 30 June 2026
- Training classification PC1 reduced to 8 weeks
- More full time jobs
- More part time hours – per shift and per week
- Fairer higher duties clause
- Status quo for disputes
- Increase in all allowances
- Improved career progression
- Improved safety outcomes
- Return to fairer Days in Lieu system
- Improved sick leave clause

INSOURCING ANNOUNCEMENT – MORE DIRECT HIRE JOBS!

In addition to the huge results at the bargaining table, TWU members have been successful in the fight for insourcing and more direct hire positions after standing together to push Bain and Virgin in our Bain claim. Virgin management have committed to insourcing the Links Airways work between Sydney and Canberra creating **more jobs, more hours for part-timers and more work at high classifications**. Delegates are continuing discussions about further insourcing opportunities as well as the other Bain claim items. This commitment to direct secure jobs is vital to ensure a sustainable airline and aviation industry.

CONGRATS ON YOUR UNITY

This agreement would not have been possible without the unity and strength of members right across the country.

Delegates have pledged to continue to support Virgin cabin crew and pilot members in their current bargains and fight for fair agreements. TWU members across Virgin and VARA have stood as one and will continue to until all the EAs and Bain claim are resolved.

**JOIN
THE
TWU**

