

VIRGIN MUST IMPROVE ITS OFFER

PAB TO GO AHEAD ON MONDAY

Your member-led TWU negotiation team met with Virgin Australia yesterday and put forward a further revised wages and classification structure proposal in the interests of getting a deal that properly remunerates crew and provides for salary progression.

Virgin has committed to considering and responding to our proposal, but though there has been movement, it is far from enough.



Your team also pushed Virgin on other key issues including:

- ▶ Payments for **home reserve**
- ▶ **Buffers** for OPTI days for part time crew
- ▶ A fair flying that accounts for all time spent away from home
- ▶ **Reduction** in daily and roster period hours
- ▶ Additional **DDO** per roster period
- ▶ Agreement expiry of **2026** to keep you in the fight with other aviation workers for a safe and fair aviation industry
- ▶ **Job security protections** with guarantees that Virgin will not engage contractors or casuals during the life of this agreement









PROGRESS OF YOUR CLAIMS

The TWU is continuing to press the following claims.

	Our claim	Virgin position
X	Nominal Expiry Date – 30 June 2026	Ongoing discussion
X	Job security provisions including commitment not to engage contractors or casuals	Not agreed – this is critically important to ensure that work at Virgin remains in house, safe and secure
X	Extra DDOs per RP from 9 to 10	Virgin has rejected this claim.
X	21 days Family and Domestic Violence leave	Virgin has rejected this claim.
X	Mental health clause providing for training, with fatigue and mental health critical issues	Virgin has rejected this clause.
X	Reduction in daily duty hours and roster period hours	Virgin has rejected this claim.
X	RP credits and payments for home reserve in recognition of all the time crew are required to be available	Virgin has rejected this claim.

CONTINUE READING

Some progress has been made on the following claims, and we are still in discussions around them with Virgin.

Some progress	Our claim	Virgin position
	Contact clause to be updated about contacting crew when not working to respect your work life balance	Acknowledged amendments are necessary—to be discussed during drafting.
	Provisions for part timers allowing either nomination for equal hours distribution across an RP or a concentration of hours.	Proposed to allow PT crew to cap work days to a max of 4 in any rolling 7-day period. We explained this won't work for crew and are discussing other options.
	Additional redundancy payments, process for redundancy selection and determination on calculation of average week's wage for pay purposes.	Rejected additional redundancy pay but agreed to clarify and improve how an average week's pay is calculated and a selection criteria for redundancy.
	Flying allowance that remunerates crew from sign on to sign off at home port, and a higher rate for day trips.	Proposal to remunerate crew for all hours from sign on to sign off, with further discussions taking place about day trip rates.
	Increases to allowances for ad hoc trainers and IFSC Allowance	Agreed; we are still discussing what increases might be having regard to the total package.
	Overtime threshold of time and a half for overtime worked between 9–11 hours and double time for every hour after that.	Agreed to a new threshold for time and a half for 9 hours and 30 minutes to 11 hours and double time thereafter.
	Payment of 300% for public holidays	Proposed a set payment for public holidays and we are still discussing.
	DDO Buffers to extend to all other forms of leave including annual leave, long service leave, and OPTI days	Agreed for buffers to extend to annual leave. Your TWU is still pressing for buffers on OPTI days.

CONTINUE READING

Members have pushed Virgin to agree to the following claims.

Wins	Our claim	Virgin position
✓	Additional TWU delegate on our next negotiating team and Rostering Committee to ensure your voice is heard	6 TWU delegates each on the negotiating committee and Rostering Committee
✓	Duty time extended where there is a delay in check in to crew accommodation of 15 minutes or more	Agreed
✓	Extend sign off for short haul international flights from 20 minutes to 30 minutes to avoid constant rush	Agreed
✓	Special Disrupt/Duty Extension Payments where crew extend duties	Disrupt payment of \$250 where crew agree to exceed work rules to prevent a flight cancellation
✓	Development of a new system to claim missed rest break payments	Agreed and a process to be established
✓	Payments for the performance of vlearns	Virgin will provide roster credits for vlearns and online course completion
✓	Increase in gold days to 6 per year	Agreed

WE MUST KEEP UP THE PRESSURE

This is the most crucial time in our fight. We must show Virgin that cabin crew will do what it takes to win a fair agreement. **That means we must have a strong PAB result on Monday.**

NEXT STEPS

- Tomorrow is the last day to become a TWU member and be able to take part in the PAB. [Join here.](#)
- The vote will open on Monday. We'll send further information before it begins.
- If you have not received your election notice from the Australian Election Company, contact them on **1800 224 420 as soon as possible** to make sure your name is included on the roll

**TO LEGALLY TAKE PART IN THE PAB,
YOU MUST BE A TWU MEMBER**



**JOIN
THE
TWU**

TWU SA/NT Ian Smith **P:** 08 8346 4177 **E:** info@twusant.au **W** www.twusant.com.au

Authorised by Michael Kaine, National Secretary, Transport Workers' Union. Level 9, 447 Kent St, Sydney 2000 p(02) 8114 6500 twu@twu.com.au

