

MASSIVE WIN

IN-PRINCIPLE AGREEMENT REACHED

After a massive 2 days at the FWC, your member-led team has secured an in-principle agreement that members can all be proud of.

The deal on offer includes significant improvements to wages and conditions to ensure you achieve work-life balance and fair pay increases. Your member-led team is confident this is the best possible deal we could have achieved and strongly recommend its approval.

Congratulations to members for standing as one. This result was possible because of the unity and strength delegates and members have shown.



NEXT STEPS

- ▶ Once endorsed the Agreement will go to the Fair Work Commission for approval

VIRGIN WAS FORCED TO MOVE ON ALL OF OUR KEY CLAIMS:

Our claim	Union-won improvements
Pay increase	✓ Increases between 14% and 18% over the three-year agreement.
Gold Days	✓ Increase in gold days to 8 per year
Recognition of additional TWU delegates	✓ We now have 6 TWU delegates on the negotiating committee
Duty time for accommodation delays	✓ Where there is a delay in check in to crew accommodation of 15 minutes or more duty time to be extended
Sign off extension	✓ Extend sign off for short haul international flights from 20 minutes to 30 minutes
Special Disrupt/Duty Extension Payments	✓ Special disrupt payment for where crew agree to exceed work rules to prevent a flight cancellation of \$250 and to exceed disrupt limits.
Overtime	✓ a. From 9 hours to 11 hours: 150%; b. Over 11 hours: 200%; c. Roster period overtime: any hours between 140 and 144 at 150%.
Rest break payment	✓ Development of a new system to claim missed rest break payments
Course Credits	✓ 1.5 roster credits for full-time 1 hour roster credit for part time for vlearns and online course completion
Contact clause	✓ Virgin has made acknowledgement that amendments to the clause are necessary and this will be discussed during drafting.
Part timers	✓ Allow PT crew to cap work days to a maximum of 4 in any rolling 7 day period. No rostered APT or home reserve.
Redundancy	✓ Virgin has agreed to clarify and improve how an average weeks pay will be calculated and a selection criteria for redundancy.

CONTINUE READING

Our claim	Union-won improvements
DTA	✓ Remunerate crew for all hours from sign on to sign off. \$8 per hour day trips, \$7.05 per hour multiday trips (non-taxable)
Allowances	✓ \$100 per day for ad hoc trainers, line check in the first year and 3% thereafter. Rest break payments to increase by 3% each year and cancelled accomodation to go up to \$70 IFSC \$15 per sector in the first year and 3% increase thereafter Act up paid at difference of your hourly rate and cabin manager 1
IFSC and Act up	✓ No longer forced
DDO's	✓ 6 additional DDO's per year in set roster periods to be agreed with the rostering committee
SDO's	✓ Can be used in place of annual leave or paid out after 6 months
Work on a public holiday	✓ \$85 payment for Cabin Crew, \$115 for Cabin Managers
Buffers	✓ Virgin has agreed for buffers to extend to annual leave.
Reduction in daily duty hours and roster period hours	✓ a. Reduction in daily duty limits from 11 hours to 10 per day for 4 sector days and 12 hours in disrupt; b. Reduction in rostered 11 hour duties to 13hrs in disrupt; c. Rostered 10-12 hour days with 3 sectors maximum, including a pax; d. Rostered 12 hour days will have a 14 hour maximum in disrupt; e. Opt-out system for crew who do not wish to exceed 10 hours rostered. Crew who remain will receive a \$75 payment for all rostered 4 sector duties over 10 hours f. Any duty completed over 11 hours will receive a Special Disrupt Payment of \$250
Classification Structure	✓ a. Increases in year one of between 8-12% for current crew getting you back on track after years of wage freezes and extensive cost of living progression b. Streamlining of the classification structure in year 2 with increases between 3-5.1% for all crew; c. Increases in year 2 of the agreement of 3% with a safety net linked to the minimum wage increase for the first 3 levels.
Home reserve – duty credits and payments for home reserve	✓ credits of 1:3 a. An increase to the credited time spent at home on Home Reserve from 15 minutes per hour to 20 minutes per hour; b. This increase is applied to all Home Reserve Days, whether you are assigned to a duty or not. Meaning, for unused Home Reserve Days, you will be credited 4 hours to your Roster period hours bringing you closer to Roster period max hours and overtime.
Nominal Expiry Date –	✓ 31 August 2026 to ensure Virgin Cabin Crew remain part of the industry fight in 2026

The vast improvements on Virgin's original offer shows the power of your unity. We would not be here if not for all of you standing together.



**JOIN
THE
TWU**

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