

## HUGE INSOURCING WIN FOR VIRGIN GROUND



Today Virgin Management has announced a second wave of insourcing with international ramp operations in Sydney, Melbourne and Brisbane to be moved inhouse by July 2024.

### HOW WE GOT HERE

This is a significant win for TWU members. TWU delegates have made it clear in both the historic claim on Bain and in bargaining that Virgin management must continue to **insource work** and champion a direct employment model. This comes off the back of Link Airways insourcing announcement last month. TWU members need **job security and surety** and the best way to ensure this is through direct employment.

### WHAT DOES IT MEAN FOR WORKERS?

TWU members secured a commitment that all work insourced during the life of this EA will be covered by the new EA and its improved wages and conditions.

This means if this EA is voted up any new or transferred employees doing the international ramp work from the transition dates set out by management will be employed under the Virgin EA. **This commitment to Same Job Same Pay model is vital. Congratulations.**

### DURING THE TRANSITION...

Assistance will be provided to TWU members in both the Virgin and Menzies groups who have questions. TWU delegates and officials will work closely with members to ensure a fair transition process, including access to training and new opportunities.

### NEXT STEPS

- ▶ EA vote closes at midday AEST Thursday 21 December
- ▶ If approved the EA will be sent to the FWC for approval
- ▶ Once approved, backpay will be paid to all workers covered by the EA
- ▶ Syd and Melb Int Ramp will begin to transition into VA from 15 February 2024
- ▶ Brisbane will transition from 1 July 2024
- ▶ Virgin has also committed to insourcing the Links Airways work between Sydney and Canberra

