

# TIME TO VOTE ON YOUR AGREEMENT



Your TWU bargaining team has worked tirelessly to finalise a draft agreement that includes all of the key changes we agreed to in negotiations.

Virgin will soon commence the process of putting out the agreement so that you can have your say.

## KEY DATES

### ACCESS PERIOD

From Thurs 15 Feb for 7 days to consider the Agreement and receive explanatory documents



### VOTE OPENS

The vote will open on Thurs 22 Feb at 9am AEST



### VOTE CLOSES

The vote will close on Wed 28 Feb at 5pm AEST

As soon as the results are declared, you will receive an update from the TWU.

## HOW VOTING WILL WORK

The vote will be conducted online. During the access period, you will receive information by email from CorpVote (Virgin's ballot agent) on what you will need to vote online including login details.

We will provide further updates as additional information is received.



## YOUR WINS

Your Agreement has a substantial number of changes that will improve your work-life balance, including:

	Win	What it means for you
<b>WAGE INCREASES</b>	<ul style="list-style-type: none"> <li>✓ <b>1 Nov 2023:</b> Increases of between 8-12% for all current cabin crew and cabin managers.</li> <li><b>1 Nov 2024:</b> Increases of between 3-5%.</li> <li><b>1 Nov 2025:</b> 3% increase with Fair Work wage increase safety net.</li> </ul>	<p>The last few years have been hard with the rising cost of living. The current offer will see wage increases of between 14% and 20% over the life of this agreement for CC and CM's.</p> <p>Back pay will also be paid on all ordinary hours of work from 1 November 2023.</p>
<b>DAILY DUTY LIMITS &amp; FOUR SECTOR PAYMENT</b>	<ul style="list-style-type: none"> <li>✓ Implementation of an opt-out system where crew who don't want to work duties in excess of 4 sectors and 10 hours can elect to opt out of those duties.</li> </ul>	<p>There may still be some need for crew to perform these duties but where crew do perform duties that are over 10 hours and more than 4 sectors, you will also now receive a \$75 payment in additional to any other entitlement. Further, if you opt out you cannot be rostered more than 2 duties at roster publish.</p>

## CONTINUE READING

	<b>Win</b>	<b>What it means for you</b>
<b>CLASSIFICATION STRUCTURE</b>	✓ Broad review and amendment to current structure with all CC progressing through the structure as part of this agreement	The new structure streamlines the current scale and accounts for a number of key concerns in the previous model including: that CC who've been with Virgin for extended periods are rewarded for your service, a fair safety net above the modern award, and that crew have reasonable access to future career opportunities.
<b>HOME RESERVE</b>	✓ Roster credits for assigned home reserve duties of 1:3 irrespective of whether you're called out and credit towards your roster period max hours.	Your time spent on home reserve will now be recognised in your roster period.
<b>OVERTIME</b>	✓ Overtime to be paid at time and a half for all hours worked between 9 – 11 on any day and double time for every hour after 11 hours.	Properly compensating crew for long days at work through overtime payments.
<b>GOLD DAYS</b>	✓ Increase in gold days to 8 per year	More control over when you have your days off.
<b>ACCOMMODATION CHECK-IN DELAYS</b>	✓ Where there is a delay in check-in to crew accommodation of 15 minutes or more duty time to be extended	Recognises that you should be paid where there are delays outside of your control and improving rest protection.
<b>SIGN-OFF</b>	✓ Extend sign off for short haul international flights from 20 minutes to 30 minutes	Ensuring you have more time to complete your duties in recognition of your workload.
<b>SPECIAL DISRUPT PAYMENT</b>	✓ Special Disrupt/Duty Extension Payment of \$250 where you extend your duties	A special disrupt payment for where crew agree to exceed work rules to prevent a flight cancellation.
<b>REST BREAKS</b>	✓ You will now be able to claim missed rest break payments without your CM.	The initial process will be a manual claiming system with further systems being developed to streamline the process long term.
<b>COURSE CREDITS</b>	✓ 1.5 hours of course credits for VLeads per roster period.	All crew will now receive 1.5 hours of course credits in each roster period to account for time spent completing online training modules.
<b>CONTACT</b>	✓ Contact clause updated with clear provisions about when you are and are not contactable.	Protection of your time away from work with clear rules around when you are and are not required to be contactable by Virgin.

## CONTINUE READING

	<b>Win</b>	<b>What it means for you</b>
<b>PART-TIME</b>	<p>✓ Enhanced part time provisions with multiple new work options available including:</p> <ul style="list-style-type: none"> <li>• Flexi 112 to become available</li> <li>• Option to roll into a max 4 workdays in any rolling 7 day period</li> <li>• No airport reserve and available days for part timers</li> <li>• Daily and roster period overtime protections for part timers improved</li> <li>• RP additional hours now to be paid every 4 weeks instead of 6 weeks - getting your money to you sooner</li> <li>• SDO's guaranteed to replace a work day instead of an OPTI day</li> </ul>	<p>Your team secured a number of additional protections for part timers.</p> <p>These changes are intended to provide flexibility and secure conditions for those who are part-time, through improved work-life balance and guarantees around your hours of work and when they are completed.</p>
<b>REDUN-DANCY</b>	<p>✓ Improved redundancy payments for workers who have been with Virgin for over 10 years and a voluntary redundancy process.</p>	<p>A system for access to voluntary redundancy based on seniority and no reduction in pay when workers have over 10 years of service with Virgin.</p>
<b>DAILY TRAVEL ALLOWANCE</b>	<p>✓ Changes to ensure you're paid for every hour you're away from work. Day trip rate: \$8 Multi-day trip rate: \$7.05</p>	<p>A new allowance that will properly recognise all of your time away from home.</p>
<b>ALLOWANCE INCREASES</b>	<p>✓ Ad-Hoc Trainer - \$100 IFSC - \$15 per sector Line Check - \$100</p>	<p>Increases to allowances in recognition of the work you do with further increases in line with wage increases to occur each year.</p>
<b>DDO's</b>	<p>✓</p> <ul style="list-style-type: none"> <li>• An extra DDO in 6 roster periods per year as determined by the rostering committee</li> <li>• Enshrine the current DDO payments of \$300 for crew and \$350 for cabin manager</li> </ul>	<p>The extra DDO is an important step in the right direction for crew in protecting your time away from work.</p>
<b>PUBLIC HOLIDAYS</b>	<p>✓ Public holiday payment of \$85 for cabin crew and \$115 for cabin managers.</p>	<p>Payment in recognition of time spent away from family and friends on public holidays – rewarding you for work on these days.</p>
<b>BUFFERS</b>	<p>✓ DDO Buffers to extend to annual leave AND long service leave.</p> <p>The buffer is no sign off later than 10pm the day before leave and sign on not before 6am the day after.</p>	<p>Buffer protections around leave to ensure your time away from work can be spent your way. This includes ballot leave and LSL, but does not extend to ad hoc leave.</p>
<b>NOMINAL EXPIRY DATE</b>	<p>✓ 30 August 2026</p>	<p>This ensures that crew remain part of the industry fight in 2026 for a better aviation industry.</p>

**CONTINUE READING**

	Win	What it means for you
<b>PERSONAL LEAVE</b>	<p>✓ You are now able to take up to 10 leave days per year without a medical certificate. Notice requirements have also been simplified.</p>	<p>With ongoing difficulty associated with access to medical professionals in a timely fashion, the new clause will allow you to take time off to recover when sick without worry. We still recommend obtaining a medical certificate as good practice.</p>
<b>UN-SCHEDULED LAYOVER</b>	<p>✓ New provisions that stop Virgin from scheduling what would otherwise be unscheduled overnight, unless you consent.</p>	<p>Making sure that any assigned duties get you back home and protecting your work-life balance.</p>
<b>DEFINITIONS</b>	<p>✓ Extensive amendments to the definitions to ensure your Agreement covers off on key work rules. Improvements/inclusions have been made for:</p> <ul style="list-style-type: none"> <li>• ADOs</li> <li>• Back of clock definitions</li> <li>• Duty</li> <li>• RASS</li> <li>• SOC</li> </ul>	<p>These changes clarify a number of matters and enshrine a number of arrangements that have been addressed by the Rostering Committee.</p>
<b>DELEGATE LEAVE</b>	<p>✓ Recognition of additional TWU delegate on our next negotiating team and on the Rostering Committee.</p>	<p>We now have 6 TWU delegates on the Negotiating Committee and 6 on the Rostering Committee. This means you will be better represented when renegotiate your replacement agreement.</p>

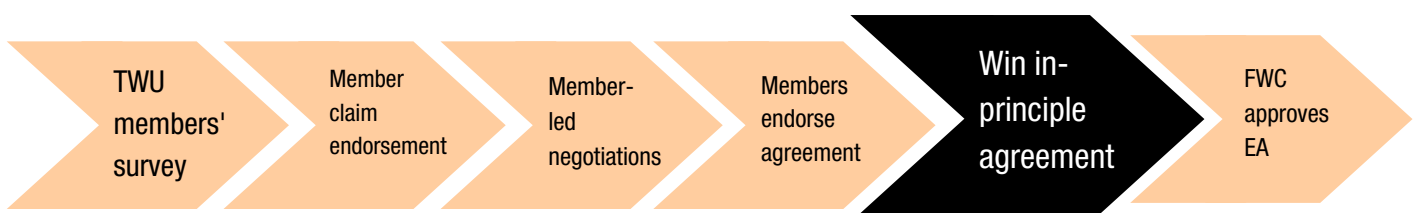


## JOIN THE TWU TODAY

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Together cabin crew have the power to bargain as part of the aviation union with power above and below the wing. We need everyone in the union to keep winning the best outcomes.

If you're not a member, **Scan the QR code or [click here to join now.](#)**



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