

AGREEMENT ENDORSED 90% VOTED YES



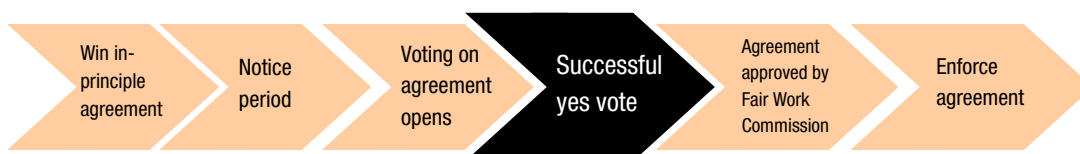
Virgin cabin crew members have now overwhelmingly voted in favour of your new EA. The new agreement will deliver on job security, pay increases and improved conditions. Congratulations to members and delegates for standing as one. This result was possible because of your unity and strength.

KEY WINS IN THIS AGREEMENT:

- ✓ **Strong pay increases:**
14% - 18% over the three-year agreement.
- ✓ **Gold Days:**
Increase in gold days to 8 per year
- ✓ **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%.
- ✓ **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.
- ✓ **Home reserve:**
All time spent on home reserve credited as 1:3 on your roster.
- ✓ **Work on a public holiday:**
\$85 payment for Cabin Crew, \$115 for Cabin Managers
- ✓ **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 pressures;
 - b. Streamlining of the classification structure in year 2 with increases between 3-5.1% for all crew;
 - c. Increases in year 3 of the agreement of 3% with a safety net linked to the minimum wage increase.
- ✓ **Nominal Expiry Date:**
31 August 2026 to ensure Virgin Cabin Crew remain part of the industry fight in 2026
- ✓ **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. 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.
 - c. Any duty completed over 11 hours will receive a Special Disrupt Payment of \$250.

NEXT STEPS

- ▶ **APPROVAL:** The agreement will soon be filed for approval with the Fair Work Commission.
- ▶ **ENFORCING YOUR AGREEMENT:** Your agreement is only as good when enforced. In 2024, we will focus on enforcing your new conditions.



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