

# YOUR AGREEMENT HAS BEEN APPROVED



Your new Enterprise Agreement has now been approved in the Fair Work Commission. Thanks to your collective strength, we locked in significant improvements to pay, conditions and work-life balance.

## 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
- ✓ **Improvements to the classification Structure**
- ✓ **Nominal Expiry Date:** 31 August 2026 to ensure Virgin Cabin Crew remain part of the industry fight in 2026
- ✓ **Reductions in daily duty hours and roster period hours**

## BACKPAY

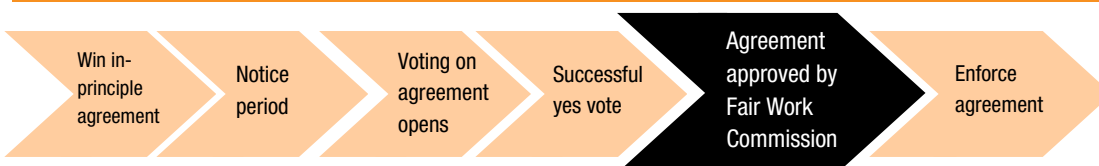
Rate increases will be backpaid to 1 November 2023 and paid on the first full pay period after 26 March. **But there are some employment circumstances where special arrangements will be applied.**

### AN EMPLOYEE WHO:

### BACKPAY

Was part-time but became full time between Nov and Mar	Back pay will be pro rated for part-time proportion of service and paid in full for full time service.
Was full time but became part-time between Nov and Mar	Back pay will be pro rated for part-time proportion of service and paid in full for full time service.
Was promoted to Cabin Manager between Nov to Mar	Back pay will be calculated on the applicable rate of pay for the period worked as Cabin Crew and the period worked as Cabin Manager.
Had a period of unpaid leave between Nov and Mar	No back pay will apply to unpaid leave.
Commenced service after 1 Nov	Back pay will be calculated from service commencement
Was seconded to a position not covered by this agreement	No back pay will apply for the period on secondment. However, if the secondment did not cover the entire period from November to March, back pay will apply to service as a cabin crew member or CM.

## NOW IT'S TIME TO ENFORCE OUR WINS.



**JOIN THE TWU**

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