

IT'S TIME TO **VOTE** **YES** ON YOUR NEW AGREEMENT



TWU members at VARA are asking questions about the agreement, showing a high level of engagement in the process.

Based on your feedback, there are a few issues that need to be clarified before you vote. **These are:**

▶ **Crew being rostered up to 140 hours instead of 125 per roster period:**

VARA has in the past confined rosters to 125 hours at roster publish but has always been able to add hours up to a hard cap of 140 after publish.

The only change in the new agreement is that all of the hours for which you will be rostered will be visible at roster publish.

▶ **What if I get fatigued under the new arrangement?:**

The new roster is designed to improve fatigue management, however the Fatigue Policy in the CCPPM provides guidance on this should it arise.

In addition to the policy, crew have a robust Joint Consultative Committee (clause 2.2 of the agreement) where unresolved or ongoing issues may be referred.

▶ **Payment for hours worked between 125 to 140 hours:**

Each hour worked over 125 and up to 140 hours will attract a payment of \$33.95 in addition to your salary.

▶ **The Better Off Overall Test (BOOT):**

The BOOT is an assessment of the new agreement conducted by the Fair Work Commission.

The assessment is a comparison between the new agreement and the Aircraft Cabin Crew Award.

There is no comparison made between the existing agreement and the new agreement.

▶ **What happens if the agreement is voted down?:**

All agreements reached on conditions of employment, rate and allowance increases, the productivity allowance, back pay and career progression will be off the table.

If the Unions and VARA agree to go back to the bargaining table, negotiations will recommence with a clean slate.

The existing enterprise agreement will continue to apply until it is replaced.

NEXT STEPS

- The ballot opened on Saturday 11 May, at 9am (WAST). Vote YES to improve your conditions, job security and wages.
- Voting closes on Friday 17 May, and results will be announced the next day. Make sure to have your voice heard by casting your vote before the voting period ends.

TOGETHER, WE ARE STRONGER.

JOIN NOW FOR A BETTER FUTURE.

www.twu.com.au/join



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