

# Virgin Workers' United Claim on Bain Capital

## One Airline. One Collective Voice.

Across Virgin Australia, workers are standing together with a shared claim on Bain Capital, because the decisions Bain make shape every workgroup, every agreement, and the future of the airline.

We are strongest when we move together, and history proves it.

### Where each workgroup is at:

#### Pit and Cabin Crew



- Negotiations commencing this week for Pit and Cabin Crew agreements
- Members entering bargaining with a clear mandate
- Log of Claims out soon for endorsement

#### Stores



- Claim development stage
- Delegates and members are shaping their Log of Claims, grounded in Bain-wide outcomes

## Pilots



- Initial claim scoping underway
- Early engagement is focused on aligning key protections with the broader workforce

## Why alignment matters:

When Virgin agreements are aligned, **workers win.**

In **2023-2024**, aligned bargaining delivered:

- Stronger protections on hours, rosters and fatigue
- Greater leverage across workgroups
- Real movement on job security and direct employment

That alignment forced Bain and Virgin to listen, **and we can do it again.**

## The Bain Claim

This is a **whole-of-airline claim**, endorsed by TWU delegates, covering:

- **Safe and secure work:** fair hours, predictable rosters, fatigue management, proper staffing
- **Direct employment:** essential roles done by direct employees, insourcing where needed
- **Industry reform:** lifting minimum standards across aviation
- **Investment:** fleet, technology, growth, secure local jobs

These are outcomes Bain and Virgin must deliver, alongside specific claims for each workgroup.

Keep reading

# Bain can afford to deliver

Bain Capital is one of the world's wealthiest private equity firms. Virgin's recovery and performance were built on the work of **TWU members**, who carried the airline through administration and rebuild.

**Now it's time for Bain to deliver what it owes.**

## Our power



- The **TWU is the largest union at Virgin**
- When workers act collectively, **management has to listen**
- Fragmentation weakens workers, **unity wins outcomes**
- **Only the company wins** when workers and unions are separated, **we need to bargain together**

**That's why TWU delegates have endorsed the Bain Claim**

## What happens next?

The Bain Claim will be put to members alongside each workgroup's Log of Claims.

Endorsement will strengthen your bargaining power across the airline.

**Join the TWU today** ▶