

VIRGIN AUSTRALIA CABIN CREW AGREEMENT 2026 TWU LOG OF CLAIMS

1. Three year operative period with 2029 expiry.
2. Virgin Australia to print booklet style copies of the new agreement and make available to all employees.
3. Agreement to be underpinned by the Aircraft Cabin Crew Award.

RATES/ALLOWANCES/SUPERANNUATION/CLASSIFICATION PROGRESSION:

4. An increase to pay rates and allowances that are industry leading and keep ahead of cost-of-living increases.
5. Any percentage uplift in rates of pay resulting from the current review of the Aircraft Cabin Crew Award to be passed on in full from the operative date of the Award increase.
6. Allowances in the Agreement will be maintained at a level no less than that prescribed by the Aircraft Cabin Crew Award as varied.
7. Backpay on all earnings from 1 November 2025.
8. Minimum 15% superannuation by the nominal expiry date of the EA
9. Increased penalties, overtime provisions and allowances:
 - a. Reduce daily overtime trigger to 8.5 hours
 - b. Weekend shift penalties: 150% Saturday; 200% Sunday for all time worked.
 - c. Public holiday loading: 250% for all hours worked.
 - d. Allowance for four sectors in one duty: \$150, in addition to automatic rest break payment for four sector duties.

10. Addressing lack of earning potential for crew due to minimal multi-day trips at their base. Propose the introduction of a Base Allowance which is triggered when a crew base is rostered or required to work day trips of 60% or more within any RP
11. Out of cycle pay runs to rectify underpayments/payroll errors within 48-hours of notification by crew member
12. Employee access to a profit share scheme
13. Better redundancy entitlements: 9 Years equals 16 weeks; 10 years and over accrues 3 weeks per additional year of service capped at 52 weeks.
14. Further compression of the classification structure that maintains career progression, in addition to adjusting the salary structure to reflect the principles of same job same pay. This includes automatic progression between salary levels. For example, automatic progression between CC2 to SC1, CM1 to CM2 and so on.

ROSTERING/HOURS OF WORK/OVERTIME/REST/BREAKS

15. Duty hours: All duties reduced to 10 hours planned; 12 hours unplanned.
16. Improved minimum rest:
 - a. Hard 15-hour non-reducible rest post all duties; but 30 hours for BOC.
 - b. Increase to (a) above where there are extended travel times to accommodation.
 - c. Increase sign-off time to 30 mins.
17. Mandatory and enforceable meal breaks to be provided no earlier than 3 hours and no later than 5 hours after sign-on.
18. Work on a DDO to attract a payment of \$450/\$400 plus overtime for every hour worked.
19. Improved conditions for part-time workers:
 - a. buffers around OPTI days
 - b. unrestricted trip swap capability

- c. A table to provide transparency of days required to work against OPTI days when taking leave.
 - d. Part-timers facing unscheduled layovers into OPTI days will receive the same compensation as full-timers into DDOs.
20. Total elapsed time including home reserve and a duty to be no more than 15 hours.
21. Expanded scope to Special Disrupt Payment: Match pilots' payment; tiered: operational/non operational including but not limited to the following:
- a. going over 15 hours Home Reserve maximum hours
 - b. when forced to share hotel rooms
 - c. when going over your maximum allowable hours inclusive of reasonable additional hours (clause 6.2.2) forcibly with delay (typically last day of work for the crew member in the roster) (for example, an in-air delay)
 - d. When pre-assigned sick leave is taken, if a duty is known to be delayed past midnight into the sick day
 - e. Hard lying allowance when accommodation standards are breached
 - f. Payment of an administration penalty when there is a breach of the EA
 - g. 3-crew compliment
 - h. Limp home
22. Positioning clause to be inserted into the Agreement, clarifying current practices and including the following new conditions:
- a) No 'acting down' for Cabin Managers where operationally available Cabin Crew are positioning on the same flight; and
 - b) Confirmed assignment of seats on Positioning sectors (window or aisle seat in forward cabin).
23. Minimal/reducible sign on times to apply to Airport Reserve callouts.
24. Within their home base, crew may choose to waive an Airport Reserve component if it is included as part of a duty assigned before the duty commences.
25. Flexi112 to be salaried at 100hrs per RP and to have a cap of reserve days.
26. Hard 30 hours rest for all BOC sectors Rostered or Assigned in home base or on layover.

OPERATIVE PROVISIONS

27. External cleaning services for aircrafts to alleviate crew from turn-around cleaning duties in major domestic ports and all international ports to facilitate better meal break opportunities.
28. Minimum of 5 Crew on short-haul international flights and on high workload flights.
29. Ad-hoc trainers
 - a. Increase of ad-hoc trainer daily rate
 - b. Recognition of SEP instructors as a higher classification than other training roles
 - c. Same entitlements as Line Checkers for cancelled training days (pay protection)
 - d. Transport provided to/from Airport and training centres
 - e. Protection for positioning before training duties
 - f. Recognition of other roles not covered (ie: Bidding Advisors)
30. Crew with school-aged children, those with caring responsibilities and those who are over 55 years of age who have served more than ten years to have the option of any part-time option they require. Reversion back to full-time based on company requirements.
31. Minimum of 2 consecutive DDOs in each consecutive 12-day period, excluding periods that include leave of 3 days or more.
32. Access to lounge for cabin crew when a turnaround is 2 hours or more.
33. Accommodation:
 - (a) Hotel room for turnaround time of longer than 4 hours to match pilots.
 - (b) Review of existing accommodation standards provisions.
34. Improvements to Long haul allowances and overtime provisions.
35. Increase to DTA subject to review of ATO requirements.

36. Reasonable overtime cannot be assigned by Crew Tracking; can only be done on day of operations due to genuine disruption.
37. 10 DDOs for every roster period.
38. Buffers around all annual leave, including ballot and ad-hoc leave, and Long Service Leave.

39. Day ends at 12am (midnight local time). Where a rostered duty sign-off into home base is delayed and occurs at or after midnight then the new day will be classified as a work day and the following conditions will apply:
- a) If the new day is a DDO the crew member will be afforded an additional day off; or
 - b) A crew member will have the option to work the new day after minimum rest but cannot be required to do so; or
 - c) If the new day is an annual leave day (including ad hoc) the leave day will be recredited.
40. Any duties that include a sector length of greater than 3 hours, can only be a maximum of 2 sectors.
41. Restrictions around movement of available days, unless crew agree to movement.
42. Installation of a usable curtain on the back row on the right hand side to assist with crew rest .
43. Recognition payment for winning best cabin crew.
44. Sign-on prior to 6am (acclimatise time) to have a shorter allowable duty time, in-line with pilots.
45. Fall back for duty hours – hotel rest cannot be shorter than the previous duty.
46. Sick leave accessed prior to roster publication will include DDOs pro-rated.
47. Include an administration penalty clause.
48. A Subject to Operational Clearance clause to clarify the process, and include new protections:
- a. When SOC after roster publish, DDOs are secured.
 - b. Contactable requirements when SOC to be a span of hours each day
 - c. Resumption of Duty notice provisions
 - d. Annual Leave/Long Service Leave/Personal Leave recognition whilst SOC

CO-OPERATIVE ARRANGEMENTS

49. Women's Advocate provisions to better address the unique challenges faced by women in aviation.

50. Support for Safe and Secure Skies Commission.

MANDATORY PROVISIONS

51. Updated delegate rights, campaign delegates leave, increased general delegates leave and delegate numbers.
52. Improved disputes clauses in the Agreement (inclusive of all matters in the employment relationship, status quo provisions).
53. Review payments for delegates leave to mitigate loss of income currently experienced.

LEAVE PROVISIONS

54. 2 days of cultural and religious leave per year
55. 20 days of paid family and domestic violence leave per year
56. 5 days of disaster and community services leave per year
57. 16 weeks of paid parental leave for the primary carer
58. 8 weeks of paid parental leave for the secondary carer
59. Reproductive health leave.

TRAINING

60. Commitment to the Steering Healthy Minds Program and mental health first aid training.
61. Commitment to HSR training – Cert III.
62. Provisions that ensure all employees are paid their average earnings for participation in training and that all training costs are covered by the employer.

GENERAL

63. Any other matter arising from bargaining
64. Final agreement will be subject to agreement being reached on all claims