

Bargaining Update: Transparency, Process and Your Power as Cabin Crew

Cabin crew have been asking whether the TWU is bargaining jointly with the FAAA in this round, as we did at points during the last Virgin cabin crew agreement.

It's an important question because process matters and it affects transparency, speed, and how much control crew have over bargaining outcomes.

Last bargain

In the last bargaining round the TWU and FAAA held joint bargaining meetings with Virgin at the beginning and end of the process.

This worked well because:

- ✓ It was open and transparent.
- ✓ Allowed each union to clearly see the other's claims.
- ✓ Made it easier to understand where we aligned and where we differed.
- ✓ **Nothing was filtered through the employer.**

This time

TWU has formally requested joint bargaining meetings again. Virgin has attempted to facilitate this, however the **FAAA has rejected the proposal.**

No clear reason has been provided. This is disappointing and **disadvantages crew, as it:**

- ✗ Slows down bargaining
- ✗ Limits transparency
- ✗ Leaves the employer effectively relaying claims between unions - which makes no sense.
- ✗ Separate bargaining allows Virgin to select the claim that produces the cheapest outcome for them

Virgin has also reported that the FAAA is engaging in 'interest-based bargaining'.

Interest-based bargaining **VS** Power-based bargaining

It assumes both sides have equal power - which is rarely true in bargaining.

- focuses on collaboration with management
- shared "interests" rather than union claims
- avoiding pressure or escalation, and problem-solving behind closed doors.

TWU is taking an organising-led, power-based approach, focused on:

- building collective strength
- being clear on the strategy and leverage through the majority support it takes to win
- member involvement and consultation every step of the way.

Real leverage comes from organised and engaged workers, not goodwill. Every one of your voices should be heard and be driving this bargain.

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What member-led bargaining looks like

TWU delegates are confident that, with the current growth in TWU membership, crew can achieve strong bargaining outcomes, regardless of the approach taken by other parties.

TWU's claims have been built transparently by cabin crew:

- **Jul–Aug 2025:**
 - **Issues survey** - duty hours identified as the main issue
- **Sept 2025**
 - Over 98% endorsed the duty hours fight
- **Late 2025**
 - Duty hours claim served and progressed with Virgin
- **Dec 2025–Feb 2026**
 - Bargaining survey
- **Mar 2026**
 - Log of claims endorsed by 97% of crew (see and endorse TWU log of claims here: twuaustralia.com/Virgin-CabinCrew-ClaimEndorsement)
 - **Report backs** - Before and after each bargain we will report back to members for your input as discussions progress

This is a member-led process with accountability and collective control. Our invitation remains open to the FAAA to join forces throughout this bargain to ensure the best outcome for crew.

TWU can't control whether the FAAA will engage in joint, transparent bargaining.
Cabin crew can control which process they support.



Join the union that fights for transparency, accountability, and collective power.