

BARGAINING UPDATE

VIRGIN PUTS DOWN FIRST OFFER



On Tuesday, Virgin presented their full proposal package to your TWU bargaining reps:

PAY

- 12% over 3 years (4% yearly)
+ Day shift loading allowance of 15%
**Subject to all of Virgin's offers being accepted*

With the Fair Work Commission ordering an uplift of 4.75% to award rates, **this pay offer falls below current inflation and is a drop in real wages.** It also falls short of the TWU's claim for a day shift allowance of 22.5%.

This is **disappointing** considering Virgin's record profits this year.

OFFERS

- **'Mentor' program:** to replace the 'buddy' system for inductions, create a mentor role that includes \$20 allowance per shift worked with new crew
- **Line-Trainer allowance** to be moved from \$30 to \$35
- **Classification changes:** PC1 to move straight to PC3 after 8-week induction, all PC2's to move up to PC3
- ✓ **Higher Duties allowance** to be paid for the entire shift the duty is performed
- ✓ **Extreme heat allowance** to be paid to workers
- ✗ **Full time employment** lifted to 45% across the entire country (converting around 115 people to full time work)

TWU Claim: Lift full time employment to 50% in every port, per classification

TERMS & CONDITIONS

Currently, agreeing to any of the above offers must include agreeing to the company's key claims:

1. **Variable shift lengths & Rostering:** incorporate VA's new roster pattern with variable shift lengths between 7 - 10hrs
2. **Reduce personal leave** from 16 to 13 days
3. **Overtime not payable** on personal (sick/carers) leave
4. **Changes to Days in Lieu** accrual

While there is some positive movement from Virgin, we know the power of members - and that they will never accept giving up what has been fought for. This offer just isn't good enough.

WHAT'S NEXT?

- ▶ **In-depth emails with all the details** of the bargaining meetings will now be sent out to members; speak to your delegates or organisers for more information.
- ▶ We continue to push for detail and clarity around the roster pattern proposal and meet again with management on the 15th of June to go over this offer in depth after gathering member feedback.

TOGETHER, WE ARE STRONGER.

JOIN NOW FOR A BETTER FUTURE.

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JOIN THE TWU

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