Virgin Pit Crew Update

June 2026

Dear Ramp team members,

Your TWU Bargaining team attended the 7th bargaining meeting with Virgin Australia on Tuesday, 2 June. The company put their first attempt at an offer on the table, including a pay claim package.

The meeting opened with a business update acknowledging there have been increasing cost pressures across the aviation industry, and that Virgin is responding through fare and network adjustments. Despite this, fuel supply remains stable and there has been minimal impact on operations and profit.

Most of our time was spent hearing management present the details of the first offer they are putting forward, as outlined below.

1. Pay Claim

Option 1: If all VA claims are rejected: **3% per year, 9% over 3 years**

Option 2: If all VA claims accepted: **4% per year, 12% over 4 years**

This second option comes with Virgin's offer of a Dayshift loading allowance of 15%. According to management, this would move the first year pay to a 19% increase, with an estimated average increase of 5.5% per year.

This week, the Fair Work Commission ordered an uplift of 4.75% to award rates of pay. Virgin has always been proud to be an organisation that does not pay award rates.

However, with this decision and the fact this pay offer falls below inflation, workers would be getting closer to minimum standards rather than leading the industry.

2. Day shift loading allowance of 15%

While this is a step in the right direction which recognises the impact that 'charity shifts' have on workers, this still falls short of the TWU's original claim for a day shift allowance of **22.5%.**

3. Increase full-time positions

Virgin have said they are willing to work to lift the percentage of full-time positions to 45% across all ports. They have estimated that this means around 115 people would be converted from part-time to full-time across the entire network.

Our claim is to lift full time employment to 50%, *per port, per classification level.*

4. Higher Duties

Higher duties to apply for the whole shift. This means you are paid the allowance for the entire shift that the higher duty is performed. This is an important agreement to our claim and means that workers will be properly paid for the value of their work, despite their position.

5. Extreme Heat Allowance

When members work in temperatures above 36 degrees, they are to be paid an allowance through the disability level 2 allowance, applied for the entire shift.

It is positive to see Virgin start to take up our claim for an extreme weather allowance. It was made clear that the details of this offer (such as the temperature trigger point) can be further discussed and negotiated.

6. Classification changes

PC1 to move straight to PC3 after 8-week induction, all PC2's to be moved up to PC3. Once again, this is the right idea but does not go far enough in comparison to the TWU's claim to uplift multiple different levels of the classification table.

7. New 'Mentor Program'

Instead of an informal 'buddy' program, VA wants to establish a formal 'Mentor' program through a talent pool of people who want to take on this role. It would be through an expression of interest, would include training and would be open to anyone who has been at the company a certain amount of time regardless of level. The mentor is to be paid an allowance of $20 per shift during the 8-week induction period.

8. Other claims

- Line Trainer allowance increased from $30 to $35
- NCC to be held quarterly, including a rostering committee
- Team members working on a public holiday entitled to be paid a minimum of 5hrs of work
- Bag room specific roles (details to be negotiated)
- Ramp Service Team Leader allowance added to agreement
- Introducing a new Ramp Team Leadership Role with an allowance of $30 per day (already exists in Sydney and Melbourne – formalising and extending this position)

What's the Catch?

The offers put on the table above are conditional on workers agreeing to Virgin's big 4 claims. Virgin wants workers to agree to:

1. **Variable shift lengths & Rostering:** incorporating VA's new roster pattern with variable shift lengths between 7-10 hours.
2. **Reducing personal leave** from 16 to 13 days.
3. Restricting the way **Days in Lieu accrue**
4. **Overtime not payable** on personal (sick/carers) leave.

Management has said that agreeing to the company's claims would 'unlock' the offers they have put up.

Overall, while there is some positive movement from the company and room for negotiations, this first attempt at an offer has plenty of room for improvement.

Our next bargaining meeting is scheduled for the week of the 15th of June, where we will continue advocating for members and pushing for more details on this offer and the roster pattern proposal.

Now is the time to stand together, join your colleagues and join the TWU to fight for what you deserve.

Contact your local delegates or organiser for any further questions, thoughts or feedback.

In unity,

TWU Bargaining Team