First Virgin offer:

Your pressure is working, but more to do

Virgin has put its first offer on the table, and while their movement shows that **your pressure is working**, there is still a long way to go.

Movement from your pressure

✓ Reduced duty limits

✓ Automatic pay progression

Even before negotiations, TWU Virgin cabin crew members made it clear we'd fight for reduced duty limits and fair pay progression. **There's more work to do, but Virgin has made movement on these claims.**

What's in the offer

As you can see from Virgin's proposal set out below, your unity has seen **significant progress** in negotiations.

Now we need to keep the pressure up to keep pushing Virgin to a fair deal. **This proposal still falls short of our key claims.**

Pay offer

- **Virgin's base pay offer**

Year 1: 5% **Year 2:** 4% **Year 3:** 3.5%

TWU response

Most crew would receive more than these increases through progression movements under the proposed classification structure. **This offer is above inflation, but it's not good enough.** Cabin crew deserve a deal that properly values the work they do and helps close the gap to industry- leading standards.

Reduced duty limits

- **Virgin's proposal:**

Standard:

10 hours Rostered | **12 hours** In disruption

If including PAXing sector/s:

Up to 12 hours Rostered | **Up to 14 hours** In disruption

Agreed pairings (opt-in)

Up to 12 hours Rostered | **Up to 14 hours** In disruption

Under this system, Virgin can still assign you up to three 'Agreed Pairing' duties per roster period

TWU response

Many crew already do around three duties per RP exceeding these limits. We need to see further movement towards fair duty hours that doesn't rely on enough crew voluntarily opting in.

Pay progression and classification

- **Virgin's proposal:**

Automatic progression, but SC2-SC4 would still be locked away as "legacy classifications".

TWU response

This is positive movement for CM1s, who'll progress to CM2 if they've been in the role for 3 years.

But it's not good enough that it would still take 10 years to progress from CC1 to SC2, with no access to progress to SC4.

Ad hocs

- **Virgin's proposal:**

Increase the daily payments to:

Year 1: $109.27
Year 2: $112.55
Year 3: $115.93

For SEP-qualified Ad Hoc Trainers:

Annually: $2000

*Paid fortnightly

TWU response

This does not properly reflect the work, responsibility and skill involved in these roles.

Virgin is still rejecting these key claims:

- Reducing **daily overtime** trigger to 8.5 hours
- **Weekend** penalties
- **Public holiday** penalties
- A meaningful increase to **DDO payments**

Time to keep the pressure up

You've shown Virgin you're prepared to fight for a fair offer. Now it's time to keep that pressure up and win the pay and conditions you deserve. TWU delegates are assessing whether crew are happy with Virgin's first offer, and if not, if they would be willing to take action to fight for key claims.

Speak to your TWU base delegate about filling out a pledge card!

Join the union that fights.

Led by members. Stronger together.

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