

Dear TWU cabin crew,

Yesterday your bargaining representatives heard from Virgin Australia management, who have now put forward their first offer.

While there are some positive signs that Virgin knows it can no longer ignore the big-ticket items crew have been calling for, there is still a long way to go before delegates can recommend an agreement.

Two of our major claims are now on the table: reduced duty limits and automatic pay progression.

That's happened because members have stood together and put pressure on the company throughout (and before!) negotiations.

Movement on key claims

Duty hours

Virgin has proposed reducing duty limits to 10 hours rostered and 12 hours in disruption, which is a significant improvement and a direct response to members demanding safer and more sustainable duties. But there's a catch.

Virgin wants crew to be able to opt in to "Agreed Pairings", which would allow duties of up to 12 hours rostered and 14 hours in disruption. The catch is, even if you don't opt in, Virgin would still be able to assign you up to three Agreed Pairing duties per roster period.

Our initial assessment, without seeing the underlying data, is that many crew are probably already doing around three duties a roster period that exceed these limits.

The concern is that the whole model relies on enough crew voluntarily opting in. If that doesn't happen, Virgin will still need to operate the network, and any gains won through reduced duty limits could quickly be eroded by Virgin being able to roster you "Agreed Pairings" even though you had not opted in.

Classification & Progression

Virgin has finally put automatic progression on the table. However, they still want to keep SC2-SC4 locked away as legacy classifications, meaning it would take a crew member 10 years to progress from CC1 to SC2.

Proposed classification structure and salary offer

New classification	Tenure	Current salary	Year 1 offer	Year 2 offer	Year 3 offer
CC1	0-1	\$57,064	\$62,000	\$64,480	\$66,737
CC2	1-5	\$58,409	\$63,240	\$65,770	\$68,072
SC1	5-10	\$60,572	\$65,096	\$67,700	\$70,069
SC2	10+	\$65,664	\$68,947	\$71,705	\$74,215
Current SC2-SC4	\$65,664 to \$72,162		\$75,770	\$78,801	\$81,559
CM1	<3yrs	\$75,142	\$79,400	\$82,576	\$85,466
CM2	>3yrs	\$84,955	\$89,203	\$92,771	\$96,018

- CC move to new classification on commencement based on tenure at commencement date (see next slide for illustration)
- CC progress to next classification level after 1 year, 5 years and 10 years of service
- Year 1 Min 5% salary increase (Average increase 8.2%). Year 2 = Min 4% ; Year 3 = Min 3.5% (plus progression triggered increases after 1,5,10 years)
- Current SC2, SC3, SC4 'grand-parented' to single salary (SC4 salary). SC4 salary increases by 5% + 4% + 3.5%.
- CM1 with >3 years' service as CM on commencement moves to CM2 immediately on commencement of EA (18.7% increase).
- All other CM1 (including new CMs) move to CM2 after 3 years of service
- CM1 annual increase 5.7% + 4% + 3.5% (plus progression triggered increase)
- CM2 annual increase 5% + 4% + 3.5%

Proposed New CC Year 1 Classifications & Progressions

CURRENT	0-1 years	1-5 years	5-10 years	10+ years
CC1	CC1	CC2	SC1	
CC2		CC2	SC1	
SC1			SC1	SC2
SC2				SC4
SC3				SC4
SC4				SC4

Under this proposal, it would take crew 10 years to reach the highest level. This is far too long.

We've made it clear that we do not want another agreement that creates locked-away legacy pay levels. This aspect of the offer is disappointing and will require substantial movement from Virgin.

There's still more to fight for

Pay

Virgin's base pay offer is:

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

Most crew would receive more than these increases through progression movements under Virgin's proposed classification structure.

While this offer is just above inflation, 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.

Ad Hocs and Trainers

Virgin has proposed increasing the Ad Hoc daily payment to:

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

For SEP-qualified Ad Hoc Trainers, Virgin has proposed a new annualised allowance of \$2,000, paid fortnightly.

We don't believe this properly reflects the work, responsibility and skill involved in these roles.

Perth base

Delegates made it clear that Virgin must address the lack of multi-day trips available to Perth crew and the impact this has on earning potential.

Virgin has proposed a new intra-WA allowance of \$10.20 per hour for single-day trips containing only intra-WA flying.

However, PER delegates' initial assessment is that this falls well short of addressing the income and earning potential issues facing crew in the base.

Part-timers

Virgin has put forward a new part-time format, the PT80+. The current PT80 / PT112 would not be impacted – this is a new arrangement they want to bring in that would be 80 hours / 83 disrupt where rostered reserve days must be Home SBY (single or consecutive days TBC).

Despite extensive consultation with TWU delegates, management are either 'still considering' or have indicated that they are likely to reject our TWU part-time claims (e.g. buffers around OPTI-days).

Rest

The company has put forward:

- 'Planned Minimum Rest Away from Home Base will increase to 13 hours to account for transport time (reducible to 10 hours in disrupt)'
- 'Planned Minimum Rest Away from Home Base following an Agreed Pairing will increase to 15 hours (reducible to 12 hours in disrupt)'
- 'Planned rest after a Back of Clock (BOC) duty will increase to 30 hours away from home base to align with BOC rest at Home Base'

This is in stark contrast to our log of claims, which included among other rest provisions a hard 15hr non-reducible rest after duties and 30hrs for BOC duties.

VA have also stated they will 'not put any changes to home base rest'.

Rejected claims

VA has said no to the following TWU claims:

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

Virgin puts forward claims

On top of the offers management have made, they have also put forward their own claims:

- Make a variety of changes to the definition of 'disciplinary meeting' and 'performance management'
- Remove limitations on when a disciplinary meeting can be rostered
- Require certificates where personal leave is accessed during ending employment notice period
- Change earliest span commencement time from 0400 to 0300 for home reserve

What's next?

Members should be proud: the pressure you've applied has already forced Virgin to move on major issues that they weren't talking about at the start of bargaining.

We now have important claims on the table. But this offer shows the job isn't done. Now we need to stay united and keep the pressure on to fight for the fair deal Virgin Cabin Crew deserve.

We're confident that during the normal course of bargaining, we'll be able to make movement, but we need to think about what happens if that movement stagnates or stops. That's why TWU delegates are assessing if crew would be willing to take action to fight for key claims, if it becomes necessary.

As part of this, your delegates and organisers will be in crew rooms over the next few weeks with pledge cards. This is part of our process as a union to assess what crew would be willing to take action for, if it becomes necessary.

As always, don't hesitate to reach out to your local delegate or organiser (or put a question in the Facebook group) if you have any questions & concerns. We want to know what you think of this offer!

In Unity,

Your TWU Bargaining team