

Our response to Virgin's first EA offer.



On 5 August 2026, the TWU formally tabled its response to Virgin Australia's first Enterprise Agreement offer.

We acknowledged that there has been some positive movement:

- For the first time, **reduced duty limits** are on the table.
- Virgin has also proposed **automatic pay progression**.

Both reflect key issues cabin crew have been raising throughout bargaining.

However, Virgin's offer does not go far enough.

TWU members continue to press our key claims for:

1 Fairer, safer working conditions

10-hour rostered duty limits and a maximum of 12hrs in disruption situations.

2 Significant pay improvements

10% increase in Year 1, followed by 5% in Year 2 and 5% in Year 3.

We will not agree to a model that forces crew into duties beyond those limits.

3 Pay progression model

that allows cabin crew to reach the top rate within five years.

- Without locking senior crew levels away into legacy classifications
- Without requiring crew to wait 10 years to reach the top of the scale as proposed by Virgin.

4 Improved conditions

Including weekend and public holiday penalties, and addressing the lack of access to multi-day trip opportunities in some bases.

What's next?

Virgin will only move further if cabin crew demonstrate that we are serious about winning these claims. Improvements don't happen simply because we ask for them.

Sign the TWU pledge to take action



Scan the QR code or click above to help build the pressure needed to secure the agreement cabin crew deserve.

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Join the union that fights.
Led by members. Stronger together.

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