

## Let's talk about the pledge campaign.

There's been plenty said about the TWU pledge campaign over the last few weeks, and we wanted to answer some of the questions and comments that have been coming up.

### What's the deal with the pledge cards?

A pledge card is a tool commonly used by unions to achieve a number of things:

- Test how strongly workgroups feel about particular issues
- Ask workers if they are willing to fight for the issues not yet resolved in the bargain
- Start a conversation on what a fight could look like
- Update contact details so we can keep members informed
- Update details in case we need to ballot for protected industrial action

Hundreds of cabin crew workers have signed these in previous bargaining rounds.

There is nothing illegal about asking workers whether they'd be willing to stand together and take action for a fair deal. In fact, that's one of the fundamental purposes of a union. It would be wrong if we weren't always asking workers what they thought should or shouldn't happen next, and ensuring we are strong and ready for any situation.

Pledge cards are simply a way of gauging whether workers are prepared to fight for the claims that matter to them if bargaining reaches the point where further action is required. That's exactly why crew have been signing them in droves.

The message from crew is simple: they're prepared to fight for a better agreement.

TWU has led some of the biggest industrial campaigns in transport this year. We have aligned 227 Enterprise Agreements, with the first group about to settle and the first 15 Protected Action Ballots are underway. We understand the role that organising, campaigning and collective action plays in winning improvements for workers.

That's why we're encouraging all crew to sign the pledge and join the fight.

## Virgin Cabin Crew are joining the TWU

TWU is simply doing what it does best: organising aviation workers.

When workers see a union that's prepared to fight, campaign, organise and win, it's only natural that people pay attention.

Virgin Cabin Crew members are telling us they are joining the TWU because they want a union that is prepared to fight for a better deal. That's exactly why the pledge card campaign has been successful.

Workers don't join unions to be spectators. They join unions because they're prepared to stand together and take action when they need to.

With over 1,800 members at Virgin Australia and more than 10,000 members across aviation, we are the largest union in Virgin Australia. We have a plan to maximise the strength of all Virgin workgroups standing as one and ensuring they fight at the same time to place management under the most pressure to deliver a fair agreement.

We've never believed unions should compete with each other while employers hold all the power. TWU regularly works with, bargains alongside and supports other unions to achieve wins for aviation workers, and we'll continue to do that whenever our values align. Our invitation to join forces with the FAAA in the negotiating room remains open because we would be stronger working together. And we welcome them to the fight for duty hours reform.

## TWU is serious about job security and winning a better deal

TWU fights hard for stronger aviation standards, secure jobs, safer workplaces, and better outcomes for aviation workers.

As we continue to grow, we have increased our organising and campaign resources so we can spend our time in crew rooms across the country, educating workers, building delegate structures, running campaigns and negotiating better conditions. Come and say hello when you see our team across the country. It is a team made up of crew and industrial specialists who hear from and learn from you.

No union can guarantee the outcome of bargaining. What a union can do is listen, organise workers, build collective strength and give workers the best possible chance of winning a fair deal. That's exactly what we're doing.

## Isn't TWU a transport union that represents truck drivers?

Absolutely. TWU proudly represents truck drivers.

We also proudly represent pilots, cabin crew, ground handlers, refuellers, baggage handlers, caterers, cabin cleaners, security screeners, transport workers, forklift drivers, couriers, gig transport workers and aviation workers right across the industry. We don't apologise for that.

The majority of our 'truck driver' members have fought hard to secure pay rates up to 40% above their award, 15% super, and other industry leading conditions. Now they want to support you to do the same. That is what our 2026 fight is about.

Our strength comes from workers standing together.

The fact that TWU represents workers across transport and aviation isn't a weakness. It's our biggest strength.

Because when workers across an industry stand together, they have the power to lift standards across an entire industry.

Whether you're a truck driver, a pilot, a ramp worker or cabin crew, we're all fighting for the same thing: Secure jobs. Fair pay. Safe workplaces. Respect at work. And we're proud to represent every transport worker who shares that goal.

## Sign the pledge

The pledge card campaign is simple. It's about showing Virgin management that cabin crew are prepared to stand together and fight for the fair deal they deserve. The stronger the participation, the stronger our bargaining position.

**Sign the TWU  
pledge to  
take action**



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

[twuaustralia.com/VACC-Pledge26](https://twuaustralia.com/VACC-Pledge26)



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

**twu SA/NT Sam McIntosh** 08 8346 4177 [info@twusant.au](mailto:info@twusant.au) [www.twusant.com.au](https://www.twusant.com.au)  
Authorised by Michael Kaine, National Secretary, Transport Workers' Union. Level 9, 447 Kent St, Sydney 2000