

# **SURVEY RESULTS:** **MEMBERS DESERVE MORE**



At this week's negotiation meeting the TWU presented your feedback from our recent survey. The TWU has not endorsed or agreed to variable shifts. After consulting with members, your negotiating representatives will now regroup to decide on a strategy to move forward and fight for what members want.

## **SURVEY RESULTS**

**An overwhelming NO** to VA's current offer

### **Variable shifts**

- Variable Shifts proposal remains highly contentious amongst members
- Nationally, some members said they would be open to considering variable shifts as part of a significantly improved package that delivered the TWU's key claims.
- However, many members also expressed strong opposition to variable shifts regardless of the EA package.

### **Key Feedback from members' survey comments:**

- Strong support for cap on movements during **longer shifts**
- **Wage offer** must provide members with an above cost of living boost
- Concerns regarding VA's capped DIL (**Day in Lieu**) banking and **PDO** proposal

## **NEGOTIATIONS UPDATE**

VA again stated that it cannot implement a cap based on shift length greater than 9 hours, citing GRMS system limitations and an inability to support this technologically.

Following that, management took a break and came back a revised position which included:

- **Cap on movements of 16 for 9 -10hour shifts, any additional movements only with the agreement of the employee and would attract 150% for the final hour.**
  - TWU counter: Max of 14 and any additional movements only with the agreement of the employee and would attract 200% loading for the final hour.
  - TWU also raised that VA's Breaks proposal needs to work in conjunction with the Cap and where the final break was not taken the rest of the shift from when the break was scheduled need to be paid at 200%
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- **Further discussion led to VA presenting the following alternatives (both still on the basis that they require employee agreement) for consideration**
  - 15 movements with the final hour paid at 150% (if employee agreed to go beyond the movement cap), or
  - 16 movements with the final hour paid at 200% (if employee agreed to go beyond the movement cap).
- No firm position has been landed on as of yet, as this was an opportunity to see what VA would offer**

## NEGOTIATIONS UPDATE CONTINUED

### DILs/Priority Leave Days (PLDs)

- Proposed number of PLDs increased to 4 per year and confirmed that DIL's would still accrue on annual leave (i.e. separate to the 4 PLD's) . After further discussion VA agreed to increase the DIL accrual cap to 5 per year. Both can be cashed out by the employee.
- **Allocated in hours:** 34.8 hours annually (4 days × 8.7 hours) for full-time employees.
- **Pro-rata entitlement** for part-time employees.
- Requests made before roster publication can be taken as a full 8.7-hour day.
- Requests made after roster publication will be deducted based on actual rostered hours and may be taken as partial days.
- Current restrictions on major public holidays would continue to apply.

## WAGE OFFER

VA then presented the following wage proposal that had been endorsed by the Board:

Flat 20% shift loading for Morning/Day/Night shifts

Year 1:  
5%

Year 2:  
4%

Year 3:  
4%

This represents a small change to their original position, but we told VA that this would not get member support and that they must consider a serious wage proposal.

**This offer comes after Virgin has today announced a record profit of \$501 million for the financial year.**

 The Australian

'Strategy is working': Virgin posts bumper profit



### WHAT'S NEXT?

- We are not endorsing variable shifts at this stage.
- Virgin's record profits show it's time for those who are holding up the business to get a fair share.
- Your TWU negotiating reps will now regroup and decide from the member survey results how to take the fight to virgin moving forward.

**TOGETHER, WE ARE STRONGER.**  
**JOIN NOW FOR A BETTER FUTURE.**

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