

IT'S TIME TO STAND TOGETHER

We are at a critical point in negotiations where it is time for members to decide whether they want to fight for a fair deal and industry leading reforms.

Virgin has divided the workforce. While there are some improvements in this offer, they are **refusing to move further on major claims** around safety, pay and work life balance. This is not good enough.



VARIABLE SHIFTS

The TWU is a democratic union, and we will always be honest and transparent with members. We understand that variable shifts remain highly contentious for many.

However, the reality is that our survey revealed that a majority of members would vote in support of an agreement with variable shifts IF Virgin were to come to the table on:

- 1 Industry first caps on movements,**
enshrined in the EA.
- 2 Minimum manning levels**
Manning levels with no less than 5 members in a team and safe numbers in the bag room.
- 3 Fair pay rise**
A proper wage offer that must keep up with cost of living.

There is a fight in front of us, and it's time to seriously consider how we can win the best deal possible for all members.

Negotiating a package that includes variable shifts gives us leverage and power over Virgin to fight for big ticket items.

The TWU's engagement with variable shifts is conditional on VA coming to the table on these claims. If Virgin do not address these issues in an improved offer, we will no longer entertain variable shifts.

NOW IS THE TIME TO MAKE VIRGIN LISTEN.



Stand together with fellow workers across Australia and **sign the pledge card** to show that **you are willing to take action** if the company does not put forward an offer which meets these claims.

.....➔ **CONTINUE READING**

WHAT ARE WE FIGHTING FOR?

At the beginning of the year in our national bargaining survey, the top issues that members voted on wanting to change this EA were:

1 More access to permanent full-time work

2 A competitive increase to pay rates

3 Minimum manning levels for team sizes & total daily operations, incl. better fatigue management

Through bargaining, members have already won a significant number of items from the claims:

- | | |
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| ✓ 55% full-time roles across ramp services nationally and 40% full-time roles for Adelaide, with immediate conversions for part-timers | ✓ Heat allowance for shifts above 36 degrees |
| ✓ Higher Duties –now applies for the whole shift that the higher duty is worked | ✓ Fixed bag room duties |
| ✓ Career Progression improved clause that fixes issues caused from current EA wording | ✓ 22.5% general shift loading allowance for morning, day and evening/night shifts |
| ✓ Classification level changes: Freight/Tranship, Aircraft receipt and GPU/APU connectivity moved to lvl.5 | |

However, this remains contingent on variable shifts. While this is a divisive issue, we welcome open conversations with members. We'll be holding meetings with delegates and organisers to discuss strategy. Now is the time for members to decide whether they will come together and show their strength.

WHAT'S NEXT?

- ▶ **We are putting pledge cards out** to demonstrate our collective strength & show that we are reading and willing to fight for caps on movements, manning levels and pay increase.
- ▶ **It is crucial you update your details** to ensure you can vote in a potential protected action ballot.
- ▶ Finally, remember that the ultimate offer that Virgin puts out will only be voted on by YOU and your colleagues, and **that you are entitled to vote however you see fit.**
- ▶ **It is important that we stay united against Virgin rather than each other.**

JOIN THE TWU TODAY

f i t @TWUAUS

When we unite, we win. **When we fight, we win.**

If you're not a member, scan the QR code or [click here to join now.](#)



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