

TWU – Virgin Australia 2027 Enterprise Agreement

Key Pilot Priorities



TWU Pilot Members' Priorities for 2027 EA

Guaranteed Remuneration is Members primary negotiating priority

Members have been loud and clear in the need for competitive base salaries with increases across the life of the Agreement that protect purchasing power in take-home terms. Productivity payments, allowances, and any profit-sharing arrangements should build on the foundation of strong base salaries.

Additional Work Requires Fair Reward and Pilot Choice

Members overwhelmingly want to see a clear definition of ordinary full-time workload that considers both credited work and the pilot's total duty commitment. This should be complimented by a defined limit on additional work that may be rostered without agreement, with work above that limit requiring a pilot to opt-in.

Additional productivity should come with a meaningful boost to take-home pay.

All company required time must be properly valued

The Agreement should recognise the total time commitment required by pilots, including flying, duty time, positioning, and time away from home. Stronger daily credit and Duty and Trip RIG protections should prevent low-credit duties and inefficient rostering. Company-required positioning should attract substantially improved credit.



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Protect personal time and roster integrity

Members believe days off and leave should not be infringed without meaningful protection, prompt payment, and clear protections. Leave availability and time free of duty before and after leave should be improved.

Standby and operational resilience arrangements should be allocated transparently, with defined limits, appropriate credit, and practical protections for rest and notice.

Enforceable Standards For Overnight Duties

Pilots need certainty around the standards for accommodation, transport, sustenance and recovery arrangements when completing company-required travel and overnight duties. Standards should be clear, enforceable, and supported by practical and timely remedies when services fall short of those standards.

EA Coverage and Fair Career Progression

Members want to protect Narrow Body flying and the established GDOJ and career-progression principles by strengthening transparency on how opportunities are allocated. Members support incorporating any future flying into the Narrow Body EA and a live or regularly updated career information hub.

