Virgin's "best and final" offer **is not good enough.**

Virgin has now put forward what it calls its "best and final offer." After everything crew have said throughout negotiations, Virgin is still refusing to listen on some of the issues that matter most.

Duty hours: A line in the sand.

Virgin has proposed an offer that's gone backwards:

- ✕ Still includes forced duties of up to 12 hours rostered and 14 hours in extension.
- ✕ Their previous offer proposed an opt-in model for duties up to 12 hours rostered and 14 hours in disruption. That's now been changed that to an opt-out model - meaning crew will be rostered these outdated hours by default unless they actively opt out.

Don't be fooled by 9:45.

Virgin has proposed a new 9h45m maximum duty over four sectors. But before anyone gets too impressed, Virgin itself acknowledged this proposal doesn't have a significant cost. This is because most four-sector duties are already rostered at or below these limits.
Put simply, this won't make a meaningful difference for most crew.
The real issue remains the same: Virgin is still trying to lock forced agreed pairings of up to 12 hours rostered and 14 hours in extension into the agreement.

Pay progression.

Virgin already proposed a progressive model. They scrapped it - choosing to go backwards.

✓ **A previous Virgin proposal:**

Cabin Crew reach the top of the pay scale after five years.

Cabin Managers after three years, with prior EA service recognised.

✕ **Virgin's newest offer:**

Cabin Crew will have to work for **10 YEARS** before reaching the top of the pay scale (and it's a false top as the offer still contains locked away legacy levels!)

Part-time crew deserve better.

Once again, Virgin has refused to implement buffers around Opti-Days.



of Virgin's female-dominated workforce are part-timers, and many have caring responsibilities.

→ Yet Virgin continues to refuse them the certainty needed to properly plan their lives, leaving this workgroup behind.

Continue reading

DTA (High day trip)

While Virgin has moved towards the TWU's claim for a higher allowance, now in DTA format, the amount needs to be higher.

The DTA's purpose is to recognise the earnings gap between bases with multi-day trips and bases like Perth, where more than 80% of available duties are day trips.

$11 per hour DTA does not go far enough to achieve its intended purpose. Virgin and the TWU are getting closer on the format of the payment, but Virgin must increase the hourly rate if the DTA is going to make a genuine difference.

Ad hoc trainers

EA6: Ad Hoc Trainers receive $106.09 per training duty.

vs

2009 Virgin Blue Cabin Crew Agreement: Ad Hoc Trainers received $86 per training duty

That is an increase of just $20.09 over 17 years, while inflation over the same period has increased by approximately 53.75%.

Virgin is now proposing $117 per training duty, an increase of only around 10% on the current rate.

- ✕ Does not come close to fixing the degradation in the value of this allowance
- ✕ Fails to recognise how much more complex and demanding the training role has become.

The annualised SEP allowance also needs to be increased to properly value trainers who are required to hold CASA-recognised qualifications.

Virgin relies on trainers to do skilled, critical work. It needs to start paying them accordingly.

Overall

Virgin says it is willing to "move money around," yet this is "its best and final offer."

In other words, Virgin says there will be no additional funding. Any improvement in one area will have to be taken from somewhere else. That is a pretty definitive position from Virgin.

So the question now is: WHAT ARE YOU, AS CREW, WILLING TO DO TO ACHIEVE WHAT YOU DESERVE? Virgin has made its position clear. Now crew need to make theirs clear.

Join today to keep the pressure on.

Become a TWU member to join the fight and force Virgin to listen to crew.

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