Protected Action FAQ:

Virgin Australia Cabin Crew

TWU cabin crew at Virgin Australia have been negotiating for a new agreement.

After months of negotiations, we're fighting to get Virgin to properly address the issues that most to you - including fairer duty hours, pay progression, fairness for part-timers and fair allowances.

Q. What is a PAB (Protected Action Ballot)?

A PAB is a vote that authorises and protects TWU members to take protected industrial action if it becomes necessary in the future to move an employer to make a fair deal.

Q. What is protected industrial action?

Protected industrial action can take a number of forms, including:

- Strikes
- Work bans
- Limitations or restrictions on work
- Other collective actions that restrict or delay work being performed normally

These are **legally protected actions**, enshrined within the Fair Work Act when negotiating a new Enterprise Agreement, and you cannot be penalised by your employer for taking them if you are a TWU member.

Q. When can we take protected action?

The timeline for taking any protected industrial action is as follows:

1. **Your Agreement must have expired** - your Agreement has already expired.
2. **Negotiations continue** - both parties must genuinely try to reach agreement
3. **Protected Action Ballot (PAB) application** - the TWU can apply to the Fair Work Commission (FWC) for a PAB if bargaining has stalled
4. **Members vote** - the ballot is a secret vote of eligible union members
5. **Bargaining conference** - bargaining representatives must also attend a FWC conciliation conference aimed at resolving outstanding issues
6. **Notice to company given** - if members vote in favour of action and industrial action becomes necessary, the TWU will provide notice to the employer. It will specify the type of action and when it will commence.

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Q. Why have delegates endorsed action?

Virgin continues to refuse to properly address your endorsed claims and listen to workers. It's now time to send the company a strong message by voting YES on the PAB.

We're fighting for:

Fair duty hours
Current offer still includes forced duties of up to 12hrs rostered and 14hrs in extension.

Pay progression
Will have to work for 10 YEARS before reaching the top of the pay scale.

Fairness for part-timers
No buffers around opti-days.

Fair allowances
No fair increase to DTA and Ad Hoc Trainers allowances.

Q. When does voting open? How does it work?

Voting opens Wednesday 4th November 9.30am ACST, and you will have until Wednesday 11th November 1.30pm ACST to submit your vote.

You will be sent voting instructions by FairVote via email or SMS on Wed 4th Nov. **Make sure to VOTE YES to all questions.**

Q. Why should we vote yes to all questions?

Voting yes to a particular option (for example a 4-hour stoppage or 24-hour stoppage) doesn't mean we will take that action. Voting yes to all questions just gives us **the option to take that action if necessary.** Members will endorse any type of action before it is taken.

Q. What if I don't receive my ballot notice?

If you haven't received your ballot notice by Wed, and you're a TWU member who is eligible to vote, please contact Fair Vote to ensure your name is on the roll.

FairVote Contact Details:	(03) 8592 9905	admin@fairvote.com.au

Q. What happens while we are waiting for the PAB results?

By lodging a PAB application, we're making it clear to that we are serious about a fair outcome being achieved in a reasonable time frame. If management don't listen to the workforce and commit to owed pay increases, then members will meet to decide what action you may want to take from bans to stoppages.

At this key moment in the negotiation process it is vital that we stay unified and disciplined. The bargaining process and the PAB/Protected Industrial action are avenues to voice our concerns, and as such, we need all members to continue to work as normal whilst we continue the bargaining process.

Q. Do I have to be a TWU member to take protected action?

Yes, if you want to vote and participate in potential TWU industrial action, you have to be a member of the TWU.

Being a TWU member ensures any action you take is legally protected.

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