

Your TWU is the union for Virgin members, and we're working across the industry to hold Virgin to account on fatigue and workload issues, and building up to key bargains in 2023. We're bringing you news from around the airport on our recent wins, and what we're fighting for right now.

## BELOW THE WING

### INCREASE IN FULL-TIME JOBS FOR GROUND CREW

- **MEETINGS WITH MANAGEMENT** with national delegates to discuss full time conversion and skills progression upgrades
- **PROCEDURE ENDORSED** for all full time conversions with things like time served as the number one criteria as well as starting from the higher PC levels and working down
- **CONSULTATIONS WILL CONTINUE** on the number of full time positions per port until we are satisfied we have the right number for each of the port operations in the higher PC grades
- **REPORT-BACK MEETINGS** will occur after our upcoming meeting with Virgin on how the process will work and the number of jobs per PC level in each port both on Ramp and in Baggage
- **LOOK OUT FOR MEETING TIMES** in your lunch rooms or discuss with your delegates



### PUSH FOR HIGHER DUTIES RECOGNITION

- Discussions are underway to **upgrade multiple workers** into priority roles
- This was a key claim item in the last agreement. Congratulations to all the members who fought so hard to win this clause in the last agreement

### UNION WIN: MEAL ALLOWANCE DISPUTE

Your team received reports that members were not receiving their meal allowances.

**Your TWU won 12 months of back-pay for unpaid meal allowances, and assurance that the company would continue to pay the allowances. Speak to your delegate or organiser if you're still experiencing issues around meal allowances.**

### UPCOMING FIGHT – ROSTERS

- Members have raised concerns about potential **'Foxtrot' baggage roll in ramp in Brisbane**. We're in discussions with the company, and will keep you updated
- We've also sought an explanation on the company's approach to **changing the standard 6:3 roster pattern**

### UNION WIN: HIGHER DUTIES FOR TRANSHIP DRIVERS

- We received reports of Tranship drivers not being paid higher duties which should have been paid from February 2021, when the last Agreement was approved
- **Your TWU fought to ensure workers are now being paid at the proper rates, and have received backpay to February 2021**

# ABOVE THE WING

## CABIN CREW

### UPDATE ON REST BREAKS

- The TWU again challenged Virgin in the **Fair Work Commission (FWC)** about the continued lack of breaks
- Your member-led team has attended two Rest Break Working Group meetings and one Rostering Committee meeting since the last FWC meeting but **no further solutions have been presented by VA** to ensure rest breaks.
- This situation has been causing **severe fatigue** and threatens the crew and passengers' safety.



**[Click here for an FAQ on your rights when it comes to breaks.](#)**

### WHAT YOU CAN DO

- ▶ Continue to submit the **rest break forms**
- ▶ **Complete company surveys** about the break trial for Cabin Managers. Have your voices heard! If you haven't had your break and feel fatigued, it's your right to speak with your **Cabin Manager**.
- ▶ Cabin managers should **inform the pilot** as they are obligated under CASA to ensure fitness for duty and continue operations.

### NEXT STEPS

- ▶ Attend **upcoming TWU Zoom meetings** – info to come
- ▶ **Cabin Crew surveys** expected in coming weeks
- ▶ Your TWU team and Virgin will meet again with Fair Work Commission.



**NEXT MEETING WITH THE COMMISSION**

17 October

## TWU PILOTS

Following the official launch of TWU Pilots in July, we've hit the ground running. Virgin pilot members from VIPA have now been transferred to their respective TWU branches, and the division has started to grow. If you're not a member, **[join here.](#)**



# SAFETY

The TWU Flight Safety Committee will meet with CASA, the ATSB and Airservices in Canberra this week to pose questions from members concerning safety, fatigue management and changes to airspace.

We'll update you with the outcome of the meeting.

## WHAT ELSE WE'RE DOING

- We wrote to VA outlining our concerns surrounding details of the proposed VARA fleet replacement on behalf of Narrow Body and VARA pilot members
- We're surveying NB members in relation to the work rule changes sought by the company to allow Charter flying
- We've also written to VA about what the company must do to in relation to the continued delays of the CAE CMS implementation which underpins the NB EA 2021.

## OUR FIGHT FOR REFORM

Recently 3 of your delegates from cabin crew, ground and pilots were in Canberra meeting with over 90 members of Government lobbying for a fairer aviation industry. Ahead of an industry roundtable, we also met with Virgin to discuss members' needs, and National Secretary Michael Kaine was one of 150 attendees of the Federal Government's Jobs and Skills Summit.

Congrats to these workers for sharing your stories and speaking up not just for yourselves but for everyone in the industry. **Watch cabin crew member Ben talk about what needs to change.**



Aviation delegates Mat, Tony, Ben & Damien joined 100 delegates from different industries around the country at Parliament House.



Cabin crew delegate Ben met with Treasurer Jim Chalmers.

## ISSUES WE RAISED

- **Crippling staff shortages** – impact on current workforce and service provided
- The changes that need to be made in all sectors of aviation to **attract and retain staff**
- Impact of **20 years of deregulation**. The aviation supply chain under pressure with those at the top airports, airlines and the government engaged in a race to the bottom
- Impact on **Virgin staff** and what needs to be done to give support now and attract and retain in future
- Need for **Government intervention** and support for industry
- Need for industry to be brought together to address **peaks and troughs** caused by black swan events

## WHAT'S NEXT?

- The TWU and members will return to Canberra for the next sitting period to continue lobbying
- We're in discussions with the Transport Minister Catherine King about a proposed white paper on aviation, and undertaking a research project to assist in guiding it

**TWU** Michael Kaine **P:** 02 8114 6500 **E:** [twu@twu.com.au](mailto:twu@twu.com.au) **W:** [www.twu.com.au](http://www.twu.com.au)

Authorised by Michael Kaine, National Secretary, Transport Workers' Union. Level 9, 447 Kent St, Sydney 2000 p(02) 8114 6500 [twu@twu.com.au](mailto:twu@twu.com.au)

