

BARGAINING 2023: IT'S TIME FOR FAIRER AGREEMENTS AT VIRGIN

Throughout 2023 bargaining will kick off for Virgin ground crew, cabin crew and pilots.

This is the most significant bargain in years. TWU members right across the country have made it clear that it's time for fairer agreements that restore work life balance, address wages, resolve current fatigue issues and provide set, secure and protected hours.

After several difficult years plagued by the challenges posed by the pandemic, extraordinary cost of living pressures and Virgin's administration in 2020, **it is now time for Virgin and Bain ownership to recognise your hard work and patience and offer fair, safe and sustainable conditions at work.**

With Virgin returning to profit and preparing for a likely public float, **Virgin management and Bain** need to ensure you're recognised for the support and loyalty you've shown through this period. **Bain made a number of commitments to the workforce** that it must deliver on, and TWU members have made it clear that anything less will not be tolerated.

IT'S TIME TO STAND TOGETHER

TWU members from across the organisation are standing together to ensure each EA delivers the best outcome. **When we stand together there is huge strength to deliver fairer deals, and that time has come.**

From discussions across the country we know that workers at Virgin want a fair balance between work and their home life and that this has fallen away in recent years. To improve this, you need:

- **Job Security** – including eliminating outside hire.
- **Access** – to full time and part time work opportunities.
- **Fair rosters** – improved guaranteed hours and hours protections.
- **Fatigue** – improved safety practices including measures and to address ongoing fatigue concerns.
- **Pay** - a fair pay increase that addresses cost of living pressures and improved superannuation.
- **Respect** - real and genuine consultation on the issues that matter.

This may look a little different for pilots, cabin crew and ground crew, but the fight to secure these improvements and respect is the same.



BUILDING OUR POWER

If you or someone you work with is not a TWU member, **now is the time to join.**

If you want to see change and significant improvements to pay and conditions, **workers across every port and every part of the company** will need to stand together.



**SCAN THE QR
CODE OR
CLICK HERE
TO JOIN NOW**

NEXT STEPS: A CLEAR PLAN

We have a clear plan to raise standards and ensure your agreements tackle key issues including work-life balance, safety, and fairer wages and conditions. Bargaining delegates from ground crew, cabin crew and pilots will work together and push for company-wide improvements.

GROUND CREW

Ground crew is the first agreement up for negotiation this year. Surveys are currently on site to finalise the log of claims that will be presented to the company in late April.



**FILL OUT THE SURVEY
SCAN THE QR CODE OR
CLICK HERE**

If you are not a member, fill out the survey and take the opportunity to join.

From port to port we are seeing similar issues emerge: a need for more full time positions, a push for a substantial wage increase, fairer rosters and hours, improved safety and more respect.

Surveys will remain open until **Friday 14 April**. From the results a claim will be developed and taken back on site for final endorsement by delegates and TWU members. It will also be shared with the cabin crew and pilots bargaining teams to ensure we are working together to secure the best outcomes across the company.

In the interim we'll continue to work with the company to move TWU members into permanent full time positions and classifications. The first phase is almost complete and we will begin discussions about the next phase.



CABIN CREW



Cabin crew negotiations will commence in the next month with a focus on the issues that matter most: work/life balance, fair rostering principles and reasonable terms and conditions. After several years of hard work and a strong commitment to Virgin,

it is time the company negotiated a fair deal addressing the issues which matter the most to you. With the completion of vlearns and email communications in your own time out of control, **it is time for us to send a strong message that we must be paid when we are working and that our personal time is valuable.**

Surveys will be released in the next week for an opportunity to give us feedback on the key issues experienced by you on a daily basis. One thing is already clear: **the current enterprise agreement falls well short on what matters.**

Once our survey has ended, our claim will be formulated and negotiations will commence with regular report back meetings and information to be provided as we progress.

In the mean time we will continue to work with Virgin on important issues through our Roster Consultative Committee and the National Consultative Committee. This includes a better process for progression to the Cabin Manager position and growth opportunities.

PILOTS

Negotiations are set to commence October this year at the latest. It is clear from your feedback that **the 2021 EA cannot continue as is and will need considerable reform.** It must be based on a crew management system that is fully implemented and operational.

TWU Pilots members are communicating that along with re-establishing appropriate full time pay and conditions in line with industry standards worldwide, declining professional standards and career progression also need to be addressed.

The message is clear that **balance needs to be restored** with fairer rosters, secured hours and provisions that address and minimise fatigue, not worsen it or lead to a loss of income.

An initial questionnaire will be circulated shortly to ensure we have an understanding of all the issues impacting pilots. From there a bargaining survey will be rolled out and a claim out for endorsement. **We have a clear plan to tackle sliding standards and ensure an agreement that tackles work life balance, safety, fairer wages and conditions.** Bargaining delegates from ground crew and cabin crew will provide regular reports on the progress of bargains and the push for company wide improvements.



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