

# It's Time to Bargain: Your claim is ready for endorsement

It's time to get back to the bargaining table. Virgin and Bain must recognise your hard work, patience and sacrifices over the last three years by offering fair, safe and sustainable conditions at work.

In surveys, yard and delegate meetings, TWU members have made it clear it is time to stand together for **job security** and improvements for partners, **a fair pay increase** that addresses inequalities, **a safer workplace**, and a **correction in the conditions** that were cut during the pandemic.

After a few tough years at Virgin, cabin crew have fallen behind the rest of the industry with lower pay and conditions. It is time to fight for a big correction in wages, conditions and respect at work.

We must show Virgin that we are united as a union, above and below the wing to get an improved Agreement now that the company is back on its feet.

**VOTE NOW TO ENDORSE  
YOUR LOG OF CLAIMS**



Your member-led team will begin bargaining with the company



## YOUR EA CLAIM

### JOB SECURITY

- Insourcing model - increased assurances that all essential roles will continue to be performed by direct employees

### PAY AND SUPER

- 20% pay claim (10% Year 1, 5% Year 2, 5% Year 3)
- Increases to allowances
- Pathway to 15% super

### FAIRER ROSTERING AND LEAVE

- Improved conditions which address concerns relating to work-life balance, fatigue and rostering arrangements
- Improved provisions for access to flexible work arrangements
- Improvements to family and domestic violence leave, and the introduction of cultural and religious leave

### EXPIRY DATE

- EA to expire in 2026 to align bargains across Virgin and the industry to maximise our power.

TWU members' survey

Member claim endorsement

Member-led negotiations

Member report-back meetings

Fight to win in-principle EA

## JOIN THE TWU TODAY

   @TWUAUS

Together, we have the power to bargain as the aviation union - above and below the wing. We need everyone in the union to win the best outcome.

If you're not a member, Scan the QR code or [click here to join now.](#)



# VIRGIN CABIN CREW CLAIM 2023



Following extensive consultation with members around the country, the below log of claims for endorsement addresses the issues you've raised: your work life balance, rostering arrangements and rates of pay after being crippled by immense cost of living pressures.

Your member-led TWU team will be making it clear to Virgin and private equity owners Bain that they must put forward a fair deal.



## TERMS AND CONDITIONS

### WAGES AND CLASSIFICATIONS

The wage claim endorsed is consistent with our member survey and is:

- Year 1/2023 Claim – 10%
- Year 2/2024 Claim – 5%
- Year 3/2025 Claim – 5%
- All increases in wages to flow through to all applicable allowances.
- A review of the classification structure that properly recognises the experience of cabin crew including, removal of the Cabin Manager B-Scale
- Inclusion of a clear profit share provision

### SUPERANNUATION

- Pathway to 15% contributions
- TWU Super is the only default fund

### ALLOWANCES

Claim for new or improved allowances, including:

- Languages allowance
- Improvements to act up/IFSC allowance
- Review of current flight allowance
- Review of current layover allowance
- Improved access to the rest break allowance when rest breaks are not achieved
- Allowances for the completion of Vlearn and other training modules online

### LEAVE

Amendments to current leave provisions:

- Amendment to the family and domestic violence leave clause including entitlement to 20 days paid leave per annum
- Increase in your annual leave loading from 11.66% to 17.5%
- Cultural and religious leave clause

### PENALTIES AND SHIFT LOADINGS

Claim for improved shift loadings and penalties, including:

- Shift penalties for work completed on public holidays.
- Payment for overtime in certain circumstances/review of overtime triggers
- Review of duty extension payments
- Review of current home reserve rates
- Improved payments for work on DDOs/Annual Leave

### FAIR ROSTERING AND HOURS ARRANGEMENTS

Claims for improved conditions which address concerns relating to work-life balance and rostering arrangements:

- Consecutive high daily hours and caps on the number of high daily hours any crew member can operate
- Additional provisions for consecutive high sector days through rostering arrangements
- Review of the daily total hours limit
- Improved provisions where there is delay and disruption to ensure that rest periods and work life balance can be achieved, including a review of what constitutes disruption and major network disruption
- Decrease to the roster total hours per roster period
- Improvements to current buffer provisions in protection of DDOs, Blank Days and OPTI days
- Improved definitions on when a crew member is contactable and not contactable
- Improved provisions for access to flexible work arrangements for all crew
- Amendment to current part time provisions allowing crew to become part time when needed

# JOB SECURITY

## JOB PROTECTIONS

Amend current clause 2.5 requiring Virgin to categorically rule out the engagement of casuals and contractors to perform cabin crew work without the express agreement of the Union. Additional commitment that no worker engaged to ultimately perform the duties will be worse off than they would be under the Agreement in accordance with the same job, same pay objectives.

## CONSULTATION

Dispute resolution clause to apply where a dispute arises under the consultation provisions of the Agreement.

# UNION CLAUSES AND POWER BUILDING

## NOMINAL EXPIRY DATE

Agreement will expire 30 June 2026.

## NEGOTIATION OF NEXT AGREEMENT

Increase in number of recognised delegates from 5 to 7.

## DELEGATES' LEAVE

- Increased delegate recognition – from 4 released at any one time to 7.
- Pool of delegates leave to increase from 32 days per year to 60.

## NATIONAL CONSULTATIVE COMMITTEE

NCC to increase number of meetings from once per quarter (4) per year to one every 2 months (6) per year.

## INDUSTRY COMMITMENT

Support for legislative reform, award reform and establishment of a Safe and Secure Skies Commission.

# IT'S TIME FOR A FAIR DEAL AT VIRGIN



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