

With VARA, cabin crew, pilots and ground crew now all in bargaining, and Oceania ground and PAX staff joining the TWU like never before, this is a critical time for workers across the Virgin supply chain to stand together and fight for fairer agreements. We're bringing you news from above the wing and below the wing, including the 5-point claim we recently served on Virgin's owners, Bain Capital.

## CLAIM SERVED ON BAIN CAPITAL

In Brisbane recently workers called on Bain Capital to act on the commitments it made to workers during administration.

Bain must deliver a serious correction to wages and conditions in these current bargains, and even more importantly, ensure critical issues around the culture, lack of investment in staff and systems and a genuine insource model are addressed ahead of a float.

We've written to Bain Capital, as well as other shareholders Queensland Investment Corp and the Virgin Group, to commit to:

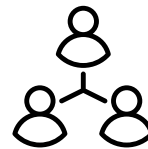


### RESPECT FOR WORKERS



Address cultural issues that have led to high turnover, absenteeism and disputation

### GOOD, SECURE JOBS



All essential roles to be performed by direct employees

### EMPLOYEE SHARE SCHEME



Annual \$1,000 employee share scheme in conjunction with IPO

### ONGOING INVESTMENT



Invest in technology, fleet and workers to maintain and grow safe, fair standards

### INDUSTRY REFORM



Support the campaign for a Safe and Secure Skies Commission to rebalance aviation

Following our claim, your member-led committees have been raising your concerns with management, as has TWU National Secretary Michael Kaine with Virgin Australia CEO Jayne Hrdlicka in a meeting the same week. Members have made it clear that Virgin management and owners Bain must take your concerns seriously.

**SEE MEDIA COVERAGE OF OUR CLAIM LAUNCH**

# BARGAINING UPDATES

All three working groups are **coming together for the first time ever** to fight for a substantial lift in pay, conditions and hours in an overdue correction after the significant sacrifices you've made over the past few years.



## GROUND CREW

After first delaying their initial response meeting, Virgin management failed to provide a substantive response to ground claims apart from their cost as calculated by the company.

Management are also trying to split the ground and stores groups into two agreements. Delegates made it clear that tactics to split the group **would not be accepted**.

**COST OF GROUND CLAIM (AS CALCULATED BY VIRGIN)**

**\$37 MILLION**

**HOW MUCH BAIN CAPITAL RECENTLY RECEIVED IN CAPITAL RETURNS:**

**\$730 MILLION**

Management will attempt to convince workers that the ground claim is too expensive. But given Bain Capital has already received \$730 million in capital returns, and could stand to make much more in an upcoming IPO, this is a **reasonable and fair cost** to correct wages and conditions.



## CABIN CREW

Members presented the cabin crew log of claims to Virgin management last week, addressing the various matters that you've told us are important.

**It is time to fight for a big correction in wages, conditions and respect at work.**

**Key claims include:**

- Fair pay and superannuation offer
- Improved job security
- Fairer rostering and leave



## PILOTS

- After the last survey round, in July Virgin notified the TWU of its position to return to 69 MCG and sign the re-employment deed
- We have now received an updated deed from VA and have been in correspondence about this and the commencement of bargaining

- Unfortunately AFAP did not hold the line and wait for the deed, and has divided the worker group by approaching Virgin to bargain alone
- This does not change our clear, comprehensive campaign plan to deliver overdue change
- We've now launched a survey to hear from members about priorities in bargaining



## VARA CABIN CREW

- This week action pledge cards have been sent out to all VARA cabin crew, who are sending a clear message that they will not accept an attack on their wages and classifications structures, and will come together to fight if management persist.
- **VARA management must get real about this process and treat the bargain with the respect you deserve.**

## VARA PILOTS

- We've seen movement from VARA management on key areas of the EA in our last bargaining meeting. VARA management are reviewing their position on our proposed back-pay/sign-on bonus amounts.

## OCEANIA GROUND AND PAX

- This week we advised Oceania management in writing of our intention to commence bargaining. Oceania services Virgin in ports right across Australia. Like Virgin and VARA, Oceania workers deserve more and will be fighting for a fairer supply chain and a genuine insource model. Welcome to all the Oceania workers who've joined the TWU in recent weeks.

# ONGOING DISPUTES

## CABIN CREW WIN!

Virgin cabin crew are holding off Virgin's attacks on personal leave.

The company proposed changes to the wellness and leave and attendance policy, including not accepting medical certificates from online providers. This is a significant barrier to crew who struggle to get in-person appointments, as well as the cost of these appointments.

Though Virgin initially ignored strong feedback from crew against these changes and proposed rolling out the policy in early August, members stood strong and the company will now pause the rollout.

# NEXT STEPS IN OUR CAMPAIGN

- We'll be following up with **Bain Capital, Queensland Investment Corp and the Virgin group** regarding our claim
- We'll be holding **roadshows at all major ports** to answer questions on Bain and the bargaining claim, and talk through the next steps in our plan to win fairer agreements
- There'll be joint **delegates and members meetings** coming up - stay tuned!

# NOW IS THE TIME TO JOIN

## +200

NEW MEMBERS

We're seeing hundreds of members joining across the worker groups around the country. The TWU is the only union with coverage across the airport, and we have a clear plan to raise standards for all aviation workers.

[Click here to join now](#) or scan the QR code.



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