

FAQ ON VA PROTECTED INDUSTRIAL ACTION



The Fair Work Commission (FWC) yesterday issued an Order allowing a Protected Action Ballot for TWU cabin crew members to take place in support of industrial action. This ballot will need to be finalised by 5 December 2023 as per the Order of the FWC.

Q. Now we have lodged the PAB what happens next?

- A. In the coming days a number of crucial steps will occur. These steps include:
- Providing information to the TWU's electronic ballot agent so the ballot can be conducted online
 - The ballot agent will provide a timetable for the conduct of the ballot
 - They will also be in contact with you either by SMS, email or via post

Q. How will the ballot agent know how to contact me?

- A. The ballot agent will receive information from both the TWU and Virgin about your details. These details **must be up to date** and correct to ensure you receive your voting information.

Please make sure that the TWU and Virgin have any updated contact details, especially your mobile number and email address. You can do this by contacting your local TWU Branch.

Q. When will we vote?

- A. The electronic ballot agent will provide the TWU and Virgin with a timetable soon, which will include information about:
- When the electronic vote will open and close
 - How to vote online
 - Other important details

Please watch out for text messages and emails that will provide you with this information.

Q. How does 'electronic voting' work?

- A. An electronic vote is an online vote. This is the quickest and easiest way to have your voice heard. The ballot agent will provide you a password and other information about how to log in online to cast your vote. When received, you will need to use this information and follow the link provided to cast your vote.

As we receive more information, the TWU will contact you and provide extra material to guide you through this process.

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

- A. In light of ongoing daily discussions with Virgin management we are hopeful that we will see a significantly improved offer made in this week's bargaining meeting. Our choice in lodging a PAB application has made it clear that we are serious about a fair outcome being achieved and in a reasonable time frame and this is understood by management.

At this key moment in the negotiation process it is vital that we stay unified and disciplined.

We know everyone is tired and frustrated and wants this wrapped up and core claims addressed. We are hopeful that we will make progress in today's bargaining meeting.

The bargaining process and the PAB/Protected Industrial action processes are the avenues for us to our concerns and as such we need all members to continue to work as normal whilst we continue the bargaining process.

Q. When will we find out what happens in the next bargaining meeting?

- A. The next bargaining meeting will take place **today**. The TWU will provide a further update on Virgin's proposal and the status of our claims after the meeting.



NEXT BARGAINING MEETING

Q. How can I vote to take protected industrial action?

- A. To vote and participate in protected industrial you must be a TWU member. If you haven't already, **join today** and help us send a strong message to Virgin.

UPDATE YOUR DETAILS

Don't forget to update your details with the TWU and Virgin, especially your mobile number and email address, by contacting your local TWU branch.



TO LEGALLY TAKE PART IN A PAB AND ACTION, YOU MUST BE A UNION MEMBER



JOIN THE TWU

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