

## BIG WIN FOR GROUND MEMBERS

# REVISED OFFER FROM VIRGIN



Congratulations to the hundreds of TWU members who have stood together during this EA negotiation. As a result of your activity and solidarity, this week Virgin Management put a revised offer to your member led bargaining team that we are pleased to bring out to you all.

We have seen considerable movement on all of our core claims which are set out below.

**On this basis your delegate group is recommending that this offer be considered and endorsed by the membership and the process wrapped up.**

## PAY

The remuneration table below sets out the pay offer. This represents an **historic increase** for grades 2-7 in year one of between **8-20%** depending on the classification with additional increases of 3% for year 2 and 3.5% with an award increase buffer for year 3 for PC1-PC3. This was the correction members said was required and fixes the relativity between classifications.

## RATES OF PAY

Classification	Current rates at EA expiry	Year 1 July 2023	Year 2 July 2024 (3%)	Year 3 July 2025 (3.5%)
PC1	\$24.45	\$25.07	\$25.82	\$26.73 (*)
PC2	\$24.45	\$26.50	\$27.30	\$28.25 (*)
PC3	\$24.86	\$27.50	\$28.33	\$29.32 (*)
PC4	\$25.97	\$29.50	\$30.39	\$31.45
PC5	\$27.82	\$31.00	\$31.93	\$33.05
PC6	-	\$32.00	\$32.96	\$34.11
PCLH	\$28.75	\$34.50	\$35.54	\$36.78

\*The greater of 3.5% and the Award % increase for that year

On the agreement being voted up, Virgin Australia will pay backpay from July 9.

## CONTINUE READING

# CONDITIONS

✓ <b>Expiry date</b>	Expiry of the agreement of 2026 to align with the rest of the industry, so we can bargain together with more power
✓ <b>Pay</b>	Year 1 – 8%-20% increase – backdated to the first full pay period after the expiry of the agreement Year 2 – 3% Year 3 – 3.5% (underpinned by any award increase for PC1-PC3)  <b>PC1 – Training classification – limited to 8 weeks/successful completion of training and increase of 3% from the current rate</b>
✓ <b>Full-time jobs</b>	Increase in number of FT positions – increase to 35% ratio within 6 months of EA commencement, and conversion of 5 Adelaide FT positions within 3 months
✓ <b>Part-time hours</b>	Increase in minimum shift length to 5 hours Increase in minimum weekly hours to 27 hours
✓ <b>Higher duties</b>	Improvement of provisions when working in higher duties for the day, and conversion to higher grade where employees have been acting up for 3 months 70% of the time.
✓ <b>Dispute resolution</b>	Status quo for disputes relating to content of the EA, the NES and significant consultation
✓ <b>Superannuation</b>	To be paid on shift loadings, penalties, days in lieu payments, allowances, travel time and policy component of parental leave
✓ <b>Allowances</b>	All existing allowances will increase by 3% per year
✓ <b>Classifications</b>	<ul style="list-style-type: none"> <li>• Introduction of a new PC6 grade for all towing duties. These roles will be sourced from current PC5 employees (and if required appropriately skilled PC4 employees).</li> <li>• Moving foxtrot from level 2 to level 3</li> </ul>
✓ <b>Progression and casual conversion</b>	<ul style="list-style-type: none"> <li>• Progression from PC1 to PC2 after eight weeks</li> <li>• Casual conversion after 6 months</li> <li>• Conversion from part-time to full-time if working for 37.5 hours over 47 weeks in a rolling 12-month period</li> </ul>
✓ <b>Days in lieu</b>	DIL provisions extended to part-time employees from EA commencement
✓ <b>Delegates' leave</b>	Increase in delegates' leave
✓ <b>Personal leave</b>	10 days of personal leave without documentation, up from 7
✓ <b>Line trainer allowance</b>	Increases from \$20 to \$30
✓ <b>Heat/weather policy</b>	Location-specific heat and wet weather guidelines in consultation with local health and safety committees.
✓ <b>Safe rostering</b>	Virgin has committed to rostering team numbers to a safe standard

## NEXT STEPS

- ▶ There will be meetings with members to discuss the offer
- ▶ The PAB is still in place, which we will withdraw if the deal is endorsed by members
- ▶ If the agreement is endorsed we will move ahead with finalising and putting out to a vote, and it will then go to the Fair Work Commission

## CONGRATS ON YOUR UNITY

This agreement would not have been possible without the unity and strength of members right across the country.

Once the agreement is finalised, we will build on this strength across the Virgin work group and hold Virgin to account for the commitments it has made.

**JOIN  
THE  
TWU**



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