

There's been significant activity across the workgroups in the Virgin Group:

- **Delegates write to Bain:** Delegates from ground crew, cabin crew and pilots from VA and VARA wrote to current owners Bain, as well as Virgin management, to address growing concerns and the unanswered Bain claim
- **PAB in ground:** Ground crew have lodged for a Protected Action Ballot (PAB) to take protected industrial action (the first Virgin group to do so in history), making national news
- Cabin crew members across Virgin are preparing to join them, with VARA cabin crew considering similar action



As a result of members' unprecedented pressure and unity we've seen Virgin call for additional bargaining meetings to try and resolve the outstanding claims, with huge movement already in negotiations. It's time to keep up the pressure.

## TWU Virgin delegates call on Bain

In mid October your TWU Virgin delegate group wrote to Bain and Virgin to outline the decline in staff morale, and management's inaction in addressing ongoing concerns. Below is the resolution that was included in the letter:



### 1. Bain Capital Claim

Bain Capital must immediately respond to our 5 point claim for reform made on 24 July 2023.



### 2. Meeting

We request a meeting to discuss how the claim can be implemented to improve the operations, staff retention and morale of the airline.



### 3. Bargains

Virgin and VARA management must address outstanding claims in all current bargains. There needs to be a significant correction to wages and conditions that have undermined the work life balance of the whole workforce. We will not accept attacks to classification models and the introduction of 'B rates' to bring in an underclass of lower-paid workers, as has been shown to be a total disaster at Qantas.



### 4. Conduct in bargains

Despite movement in bargaining, we're concerned with 'game playing' that's increasing frustration of tired staff. We hope we can conclude all five bargains quickly and professionally and bring about certainty for everyone.



### 5. Reject pay policy

The company's policy of 3% per annum pay rises fails to acknowledge years of wage cuts and freezes, the current cost-of-living pressures, that many workers are on Award minimum wages which are some of the lowest in the industry, and that Virgin's stagnant wages are contributing to mass turn over.



### 6. WHS concerns

Outstanding WHS claims including serious fatigue and rostering issues, lack of extreme weather policies and unsafe crewing numbers must be addressed in current bargains.

## Response to your letter

We have received a response from both Bain and Jayne Hrdlicka to the letter. Bain acknowledged the concerns and Jayne Hrdlicka has now suggested we enter into an ongoing discussion around industry reform and a number of the claim items including possible options around insourcing. This is an important step in redefining the ongoing relationship between Virgin and its workforce.

# VA Ground Crew Bargaining

## PROTECTED ACTION BALLOT AND A WIN IN THE FAIR WORK COMMISSION

Delegates and members made the big decision to lodge an historic protected action ballot (PAB) with the Fair Work Commission (FWC), which was approved, with a vote to be held from 21 Nov.



## TWU WIN AFTER VIRGIN CONTESTED BALLOT

Virgin management contested parts of the TWU application. Legally unions must give three days' notice to employers of any protected industrial action they intend to take, but Virgin argued it would need extra notice time because of the impact any action would have on Virgin's business.

The TWU won the right to hold a ballot and the argument about notice period. This is an important win for the TWU, all members within Virgin and all aviation members more broadly on the right to take protected industrial action.

**Following members' actions, we've seen considerable movement at the bargaining table on key claim items including pay rates, pay relativity, higher duties, part time hours and shifts and status quo. We will need a strong vote in the PAB to ensure we keep the pressure up for a fair agreement.**

# VA Stores

In response to growing pressure on the company stores members finally received a response to their claims. VA stores members have elected to negotiate their own agreement with management and can now work through the management proposal.

# VA Cabin Crew

**As pressure mounts on the company Virgin management have called for a special bargaining meeting in an attempt to break the bargaining stale mate, and will prepare an offer to bring to that meeting—delegates will report back on that offer as soon as it is provided.**

In the interim preparations to lodge a PAB application with the FWC are proceeding as planned, with members' patience running out. Your member-led team is working hard to deliver an agreement that guarantees fair pay increases and genuine work-life balance.



# VA Pilots

**Pilots have now entered into an intensive bargaining period with the company in an attempt to work through the considerable issues arising from the last EA.** Virgin management have acknowledged the work done by the TWU team in preparing a comprehensive position paper with a range of solutions to resolve these issues. A response to these proposals will be made in the next days with our next bargaining meeting on Monday 13th Nov. This will be fed back to members for review.





## VARA Cabin Crew

The VARA cabin crew team has made it clear to management that like in Virgin cabin crew, an attack on VARA cabin crew classifications and a failure to address claims for career progression and fair increases **will not be tolerated**. Members have been discussing possible actions and escalations across both the TWU and FAAA groups about how to work together for a fair outcome.

## VARA Pilots

Bargaining has now been completed and the draft EA has now been circulated to the parties. It is hoped this agreement can finally be wrapped up in coming weeks. The next EA bargaining will begin early in 2024 and will provide increased certainty to VARA pilots.

## Oceania Ground and Pax



National Oceania negotiations commence this week. For the first time a national delegates' group will lead the bargain along with TWU officials.

This is a big step in lifting standards across the Virgin supply chain and lifting standards for Oceania workers.

## Pilot and cabin crew fatigue survey

Congratulations to everyone who completed the recent fatigue survey. The results were a disturbing insight into the fatigue issues you have all been describing across the industry. Initial results have been shared with CASA (anonymously) and will be compiled and reported on back to the group.

## Next steps in our campaign

With bargains taking place across all workgroups, keep talking to your delegates and organisers for updates and to talk through offers and next steps.

We will enter into discussions with Virgin management around the Bain claim and work to resolve the company wide issues that have been raised by members across all workgroups.

## NOW IS THE TIME TO JOIN

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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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