

AGREEMENT ENDORSED

87% VOTED YES



Virgin ground members have now overwhelmingly voted in favour of your new EA. Your new agreement will deliver improved job security, pay increases and improved conditions. Congratulations to members and delegates for standing as one. This result was possible because of your unity and strength.

KEY WINS IN THIS AGREEMENT:

- ✓ **Strong pay increases:**
14.5% - 26.5% over life of agreement
- ✓ **Back-pay on all wages, allowances and overtime** from 9 July 2023.
- ✓ **Increased job security:**
More full-time jobs, increasing the number of full-time positions to 35% within 6 months of EA approval.
- ✓ **More part time hours – min of 5 hours per shift and 27 hours per week.**
- ✓ **Commitment to insourcing the Links Airways work between Sydney and Canberra creating more jobs, more hours for part-timers and more work at high classifications.**
- ✓ **Following your claim on Bain Capital Virgin also committed yesterday to insourcing international operations at Sydney, Melbourne and Brisbane airports, creating 40 new jobs**
- ✓ **Strengthening our industry & union:**
Aligned expiry date of 30 June 2026
- ✓ **Improved conditions & entitlements:**
Improved classifications and the addition of a new PC6 level
- ✓ **Fairer higher duties clause**
- ✓ **Status quo for disputes**
- ✓ **Increase in all allowances**
- ✓ **Improved career progression**
- ✓ **Improved safety outcomes**
- ✓ **Return to fairer Days in Lieu system**
- ✓ **Improved sick leave clause**

NEXT STEPS

- ▶ **APPROVAL:** The agreement has been filed for approval with the Fair Work Commission.
- ▶ **ENFORCING YOUR AGREEMENT:** Your agreement is only as good when enforced. In 2024, we will focus on enforcing your hard-won rights



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