

Proposed Virgin Australia 2024 EA Summary



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EXECUTIVE SUMMARY

The TWU representatives who attended negotiations would like to provide the following feedback surrounding the negotiations of the 2024 Enterprise Agreement.

NEGOTIATION PROCESS

Following AFAP's request to negotiate separately from the TWU, Virgin Australia rostered separate meetings for both Union negotiating teams. Whilst this gave room to fully ventilate TWU positions with the company it meant that the Unions did not work together for an agreed outcome as had been the case in previous VA pilot negotiations.

In April, VA presented its first reasonable offer, based on member feedback the TWU did not provide in principle agreement to the offer, due to key outstanding issues including the number of DDOs.

In drafting meetings with VA, the TWU outlined dozens of problems with grammar, clause interpretations, and outright misrepresentation of positions throughout negotiations contained in the draft EA. We engaged in the drafting process in a constructive manner in effort to ensure the proposed EA was in as good a state as possible for you to vote on.

In a joint meeting following the AFAP endorsement of the VA's offer, VA presented a drafting outline. In a separate meeting requested by the AFAP, the AFAP requested that the TWU remove ourselves from the drafting process, we declined to do so.

DEFINITION OF FULL TIME WORK

Despite it being a reasonable request and fundamental claim of our bargaining campaign, Virgin Australia have chosen to bury their head in the sand on this issue. When pressed for a definition, they have chosen to not respond, and when an amended version of the draft document containing a proposed definition was submitted by the TWU, our proposed clause was merely deleted.

Virgin Australia pilots work to strict SOP's and within very specific operating conditions. We believe it is unreasonable for Virgin to provide a definition of Full-Time Work.

SALARY OFFERING

The VA offer includes a higher base salary based on locking in a higher guaranteed income and reverts to an annual base salary as opposed to a minimum credit guarantee. However, the annual base salary in the proposed EA still falls short of where our members expect their salaries to be in 2024.

VA has attempted to achieve a position of 2018 EA hourly rate plus CPI by creating components of salary in other areas such as DTA and the retention bonus VA. These should be add-on's to salaries as incentives, not a means to dilute and reduce the value of a befitting salary to the role.

DAYS OFF

We strongly maintain that as a definition of full-time work – full time at Virgin Australia must retain 12 days off. Beyond that, an opt in system should be given serious consideration by Virgin to develop a means to attain working back days in the form of a structured working style with commensurate compensation and only from those willing and able to do so.

The TWU provided numerous options to VA on how to achieve this throughout the negotiations.

FINAL POSITION

Our position remains that the offer from Virgin Australia falls short of what is expected from our members.

We also strongly believe, as will be evidenced by the commentary surrounding many clauses referenced in this document, too many grey areas exist and many clauses lack specificity.

We urge our members to genuinely consider the offer made by Virgin Australia, weigh it up against losses in the 2021EA which were contingent upon a functioning CMS and fully automated Trip Swap System, together with the further concessions Virgin is seeking.

Our position is to recommend a NO VOTE to this sub-par offering and proposed EA.

KEY CHANGES IN THE BODY OF THE PROPOSED 2024 EA

We present below the key changes with some TWU negotiators commentary on the document presented for your consideration.

PART 3 - OPERATIONAL PROVISIONS

10. Employment Types

Virgin Australia is offering increases to Part Time Work positions as follows:

- (i) 13% from 13% from 30 June 2025.
- (ii) 14% from 30 June 2026; and
- (iii) 15% from 30 June 2027.

These figures are up from 12% in the 2021 EA. Notable change in this category is that Permanent Part Time will no longer be an option available to pilots under 55 to apply for.

TWU COMMENT

Pilots over 55 will be prioritised last on the hierarchy of reasons to obtain Temporary Part Time. It is a very realistic possibility that Over 55's will only have access to Part-Time provisions, under the Transition to Retirement provisions.

11. Transition to Retirement

From the above figures, the following will be available to the pilot group seeking a transition to retirement arrangement. A pilot must be over 55 to access this working arrangement.

- (i) 5% from 30 June 2025;
- (i) 6% from 30 June 2026; and
- (ii) 7% from 30 June 2027.

TWU COMMENT

TWU Comment – With the pilot population at Virgin Australia steadily increasing, more and more pilots fall into the over 55 bracket. With the commitment to Transition to retirement coming from the total commitment to part-time, the actual commitment to part-time for non over 55's will be 8%.

We also have concern that as pilots are continuously seeking ways to reduce what they are working, particularly since Virgin is not engaging in defining or setting limits to reasonable overtime, we could see over 55's accessing Transition to Retirement provisions for lifestyle reasons, and the cap will be reached and locked in until these pilots retire.

12. Flexi Line

Virgin is introducing a Flexi-Line style working arrangement in a bid to streamline a form of Flexible Working Arrangement. Based on what it has learned providing individual Flexible Working Arrangements, it has been determined that most requests fall into the categories specified in this clause.

This is a welcome inclusion which may provide a structured working arrangement for pilots requiring Flexible Working Arrangements.

TWU COMMENT

This appears to be a positive approach, creating a structure where pilots requiring flexibility can enter without having to re-invent new arrangements.

15. Preferential Bidding System

All references to the promised and not delivered CMS have been removed.

16. Hours of Work

There has been no change to this clause.

TWU COMMENT

Disappointingly, the company refuses to provide a Definition for Full-Time Work as has been a core claim of the TWU position. This leaves current and new hire pilots without a definition for both full-time work and no basis for establishing a reasonable threshold of overtime.

19. Fatigue Risk Management System and Work Rules

To support the provision of Fatigue Credits and the review process around them, the establishment of a Fatigue Review Committee has been proposed. These details are provided as follows:

19.5 (d) - Fatigue Review Committee (FRC): which consists of Company senior management representatives from the Flight Operations, FRMS and Safety teams. The FRC monitors and reviews Pilots fatigue reports resulting in Duty removals.

Additionally, a change in how pilot representatives for FSAG and CAST are chosen has been proposed, in that it no longer requires 1 representative from each union, however it now requires appointment by a majority of Pilot representatives on the AIC.

19.6 - Two (2) FSAG Pilot representatives (appointed by a majority of the AIC Pilot representatives) will be Rostered to attend all FSAG meetings so they can actively participate in the decision-making process. Additionally, FSAG Pilot representatives and an additional two (2) CAST/PRC Pilot representatives (appointed by a majority of the Pilot representatives on the AIC) will be Rostered one Administration Duty (ADMIN) (on a different day to the FSAG meeting) in each Roster Period to attend to the PRC and CAST functions.

20. Fatigue

A new clause relating to fatigue credits has been introduced.

Essentially when a pilot removes themselves from duty due to fatigue and submits the appropriate fatigue report – they will initially have their credits protected.

Pilots will initially be paid accordingly, and the fatigue removal will be reviewed by a Fatigue Review Committee and so long as the fatigue is deemed to meet operational fatigue criteria – there is no further action from a pilot’s point of view. Should the fatigue be deemed non-operational – the fatigue will be reverted to a ‘Personal Fatigue’ classification.

TWU COMMENT

We commend Virgin Australia on finally delivering on its obligation to be non-punitive towards fatigue, in line with its requirements and obligations within the SSM7 and CASA approval of its FRMS.

This has been a much-discussed topic, with the TWU pointing out for some time that pilots should not lose credits/money when removing themselves due to fatigue.

As there have been no new measures to actively reduce fatigue in this EA, this could also be viewed as Virgin introducing a transactional value to fatigue.

21. Designated Days Off

Virgin Australia is reducing the total number of days off for all pilots.

This is a decline in conditions from the 2021 provisions as detailed below.

2021 terms

General

(a) Full time Pilots will be rostered 13 DDOs if they are rostered less than 65 Credits

at Roster Publish.

(b) Full time Pilots will be rostered 12 DDOs if they are rostered 65 or more Credits

at Roster Publish.

2024 proposal

Full time Pilots will be Rostered 11 DDOs in six (6) Peak Roster Periods and 12 DDOs in seven (7) Off-Peak Roster Periods at Roster Publish, unless otherwise agreed between Virgin Australia and the Pilot.

TWU COMMENT

This is a fundamental sticking point for the TWU and its members. We maintain that concession of days off should be via a consensual Opt-In system only.

Virgin has not added a single fatigue mitigator in the EA offering, and in fact has presented a document that erodes multiple layers of protections throughout the proposed EA.

Without accounting for the personal circumstances of all pilots, requiring everybody to give up 6 days off is not a position we can support.

22. Priority Days Off

From January 2025 there will be an increase of PDO’s to 8 per calendar year. With a limit of 2 per roster period.

Should this agreement be voted up, 2024 will also see an additional 2 PDO’s added until the end of the year.

Additionally – there will be a functionality to nominate Christmas day as a PDO from Christmas 2025.

TWU COMMENT

This is a welcome addition – which falls in line with the TWU position of additional PDO’s for medicals etc

PART 4 - REMUNERATION

23. Remuneration Package

23.1 A Pilots' remuneration package will comprise the following:

- (a) Annual base salary.
- (b) Retention Payment.
- (c) Daily Travel Allowance (DTA).
- (d) Overnight Daily Travel Allowance (ODTA).
- (e) International Daily Travel Allowance (IDTA).
- (f) Additional allowances for Check Captains, Senior Training Captains, or Training Pilots (Captain or First Officer).
- (g) Allowances including:
 - (i) Ad-hoc training allowance.
 - (ii) Cancelled accommodation allowance and
 - (iii) Cancelled callout allowance.
- (h) Payments for working hours over the Credit Hour Trigger.
- (i) Payments for working on or infringing DDOs, Blank Days, Offline Days and Annual Leave Days and
- (j) Superannuation.

24. Annual Base Salary

Below are the Full-Time Annual Base Salary and Hourly Rate Tables on offer in EA24.

Annual base salary

Rank	Current	First full pay period after the Commencement Date	First full pay period after 1 July 2025	First full pay period after 1 July 2026
Captain	\$209,300.00	\$269,181.35	\$277,256.79	\$285,574.49
First Officer	\$136,045.00	\$174,957.15	\$180,205.86	\$185,612.04

Base hourly rates

Rank	First full pay period after the Commencement Date	First full pay period after 1 July 2025	First full pay period after 1 July 2026
Captain	\$306.25	\$315.44	\$324.90
First Officer	\$199.05	\$205.02	\$211.17
Check Captain	\$355.25	\$365.91	\$376.88
Senior Training Captain	\$346.06	\$356.44	\$367.14
Training Captain	\$336.88	\$346.98	\$357.39
Training First Officer	\$229.68	\$236.57	\$243.66

TWU COMMENT

The TWU position is that the salary offering remains short of member expectations.

CPI Calculations from both unions place the expected hourly rates at the following values.

Captains: (\$320.00 - \$321.04) and First Officers (\$208.00 - \$208.68).

TWU reaffirms its position that base hourly rates need to be as follows:

Captains: (\$334.45) and First Officers (\$222.97).

The reasoning behind this include:

- A means for pilots to recoup lost income.
- Recognition of the impact non-deliverance of a CMS has had on promised rostering and lifestyle improvements.
- Trade off for introducing composite standby rostering.

The Base Salary and Hourly Rate Offering falls short of what our members expect and considering the substantial work rule concessions the company is seeking in this Agreement – we believe it is an unreasonable offer. With CPI since the 2019 EA exceeding 17.3% - this offer falls short of what is reasonably expected especially when work rule concessions are taken into account.

For context – The Base Salaries and Hourly Rates of Virgin Australia pilots in 2019 were as follows:

Rank	2019 – Base Salary	First full pay period after the Commencement Date (2024)	% Change	2019 – Hourly Rate	First full pay period after the Commencement Date (2024)	% Change
Captain	\$239,440.00	\$269,181.35	12.42%	\$266.93	\$306.25	14.73%
First Officer	\$155,637.00	\$174,957.15	12.42%	\$173.51	\$199.05	14.72%

24.3 Backpay

Virgin has introduced an implementation clause to allow for backpay from when the EA commences (if voted up by the Pilot group) up until the systems are in place to make such payments.

-Due to an Oracle shut down – the majority of pay changes will not be made until after the first pay period post 21st August 2024.

-Additionally, the allowances DTA, ODTA and IDTA will be made within 3 months of the commencement date.

25. What the Annual Base Salary covers

25.1 Annual base salaries have been calculated to remunerate Pilots: for all work, including all flying and non-flying work (for example, time spent performing ground duties, training (including completion of V-Learn courses), on Standby and Positioning) up to 70 Credit hours per 28 day Roster Period in six (6) Peak Roster up to 65 Credit hours per 28 day Roster Period in seven (7) Off-Peak Roster Periods per annum;

This clause goes into explaining the way the annual base salary has been calculated.

	A	B	C	D	E	F	G
	Hourly Rate	7 RP's x 65 credits X Hourly Rate	6 RP's x 65 credits (+5 in next column)	Productivity Rate	6 RP's x 5 credits at Productivity	Total Salary = Sum of B + C + E	However the Hourly Rate is (B+C/65)/13
Captain	\$306.25	\$139,343.75	\$119,437.50	\$346.67	\$10,400.10	\$269,181.35	\$306.25
First Officer	\$199.05	\$90,567.75	\$77,629.50	\$225.33	\$6,759.00	\$175,336.50	\$199.05

TWU COMMENT

It is our understand that the company aims to pay 1/26th of the above salaries on a fortnightly basis.

Then during 7 non-peak roster periods it will establish a Credit Hour Trigger beyond which productivity is paid.

- For non-peak periods – this is 65 hours.
- For peak periods – this is 70 hours.

We sought clarification but was not provided with as such, on clause 25.1

25.1 Annual base salaries have been calculated to remunerate Pilots:

(b)for all leave (including leave loading);

Based on the construction of the remuneration structure, we fail to reconcile how annual base salary is calculated to remunerate for all leave.

28 days of approved leave equates to 68.88 credits. When you add the 0.75 credits, a pilot accrues 69.63 credits.

Now this leave is not paid at a standard hourly rate – it is paid in on of these scenarios.

Non-Peak RP: 1/26th of the base salary + 4.63 credits at the productivity rate.

Peak RP: 1/26th of the base salary + 4.63 credits at the hourly rate.

Thus, devaluing leave taken during peak periods.

27. Overpayments

A standard clause on the recovery on monies paid to pilots more than what was duly owed.

TWU COMMENT

Virgin has confirmed that should Operational Fatigue be re-classified as Personal Fatigue after roster end, the change in classification and any overpayments may be dealt with in accordance with this clause.

30. Retention Payment Scheme

Virgin is offering a Retention Payment Scheme comprising of 3% at the base rate for credits accumulated during roster periods 8 to roster period 7 of the next year.

TWU COMMENT

Whilst we do not have any issue with a retention payment scheme (in fact the concept was a TWU position – refer to TWU “Productivity Incentive” in our original position paper).

A pilot retention scheme should be a bonus for staying with the company, and not, as this has been constructed, be a means to hold a portion of a pilot's salary – and only dispense it if the Pilot remains with the company.

We firmly believe the retention value should be in the base hourly rate – and any retention bonuses should be paid over and above these figures.

31. Daily Travel Allowance

Virgin is offering a Daily Travel Allowance (DTA) at an applicable hourly rate based on Table 7 of this section in the EA.

TWU COMMENT

The company has not referenced the ATO source of this table, which implies that it will not seek to increase levels of DTA should the ATO do so year on year.

Additionally, the same fundamental concern exists as mentioned earlier with the retention payment, whilst we do not object to the introduction of DTA, it should not come from a component owed to a pilots Base Salary/ Hourly Rate.

32. Productivity Rate

We welcome the reintroduction of productivity rates in the proposed EA.

Rank	First full pay period after Commencement Date
Captain	\$346.67
First Officer	\$225.33

TWU COMMENT

We have reproduced the Captain and First Officer rates for comparative purposes. However, we question how the value of the productivity rate was calculated.

In the 2018EA the productivity rate was predicated on the value of the divisor 793.5. Which is a function of MCG (69*11.5). To which the annual salary was then divided by.

If this methodology were to be applied to this offering, then the average MCG would be = 67.307. With this figure the productivity divisor should therefore have become (67.307 * 11.5) = 774.

Now when we divide the annual salary by 774 we get varied productivity rates then those on offer:

$\$269,181.35 / 774 = \347.78
 $\$174,957.15 / 774 = \226.04

33. Check and Training Payments

We welcome the return of appropriate percentage increases to the Check and Training pilots' salaries – in line with TWU position paper.

34. Allowances

We welcome the return of the Ad hoc Training Allowances – in line with TWU position paper. We also see an addition of Overnight Daily Travel Allowances (ODTA).

TWU COMMENT

Calculations reveal that on balance sometimes pilots are better off under the old system and sometimes better off under the newly proposed – so our position is indifferent. We had issues with the position of the company which said that it could entertain ODTA or RIG's. As allowances are ATO requirements, this "trade off" seems banal. There is no correlation between RIG's and allowances, and the fact that the endorsing body saw fit to trade RIGs for a different version of allowance that is required to be paid, is astonishing. It is worth noting that the company will commit to changes in the ATO table pertaining to ODTA – but would not commit to the same methodology for DTA.

36. Credit System

The 2018 credit table returns with some minor yet significant changes.

Key changes:

- Ground training courses now attract 4.5 credits for ground courses completed on the same day.
- OFFLINE days are worth 2.39.
- Standby 18 is worth 0 credits, or the greater of 4.0 and scheduled or actual flight time if called out.
- Displaced Standby (SBYD) – 4 credits unless cancelled and converted to a Blank Day in accordance with Appendix 1 work rules.

Additionally, the Productivity Triggers are variable.

- Off Peak – 65 credits.
- Peak – 70 credits.

TWU COMMENT

The combining of ground duties for a single daily credit appears to be yet another means to maximise your time at work for as minimal remuneration as possible. Last year Virgin began combining ground duties (SEP/NTS) and justified rostering a 9-hour day, by remunerating pilots for 9 credits. Whilst TWU representatives at the AIC objected to this, the company argued it was within FDP limits and adhering to the credit table. The benefit to the company was that the managed to squeeze another available working day out of all pilots, by scheduling ground duties on one day.

Offline day credit has been adjusted to attempt to fit into the remuneration structure.

Standby18 is a new concept modelled off RES48 in the 2018EA. More will be discussed on Standby 18 in the appropriate section further in this document. Regarding DSBY that can be converted to a blank day – at the time of writing this document we are still trying to understand the relationship this will have with credit protection and productivity.

37. Duty Ratio in Guarantee (RIG)

TWU COMMENT

There is no change here other than it was re-introduced at the last minute. We have some concerns however, firstly the ratio is inadequate, as was our claim for a ratio of 1:1.55. Interesting Qantas have just been offered a 60% RIG as part of their EA process.

It is also unsure how RIG credits will interact with productivity and with the Retention Bonus. This has not been explained in the document, as this was hurriedly re-introduced during the pause period.

38. Roster Credit Protection

This small section contains some significant changes.

TWU COMMENT

The company is committing to protecting published credits at roster publish, less any “self-removal” or trip swap adjustments. This is less of a guarantee than in the 2018EA which also had daily credit protections due to disruption. However this position locks in the roster credit protection that the TWU pushed for and won as an interim measure in 2023.

Additionally, the company’s position is that “self-removal” includes any removal that is or becomes required due to FRMS compliance when accepting work on a DDO, Blank, Annual Leave, Standby Day or Offline Day by Agreement. The caution here is that picking up any work on these days could lead to future credits becoming removed from the protected balance if:

-When accepting a duty on these days, future flying needs to be removed.

-If extending to complete flying on these days, future flying needs to be removed.

We advise pilots to exercise caution when accepting any drafts on any of these days – as delays or extensions will lead to credit protection removals. What is also not clear is if non-extensions, or choosing to remove oneself from a flight that will enter a DDO buffer constitutes self -removal. Virgin is refusing to offer a definition or further clarification on this subject.

39. Working on Designated Days Off, Blank Days and Annual Leave Days

39.2 Where a Pilot:

(a) agrees to and performs Work on a DDO, Blank Day or Annual Leave Day, they will receive payment at the Productivity Rate for every flight hour or pro rata flight hour flown, with a minimum of five (5) hours pay per Duty; or

39.4 Where a Pilot infringes a DDO, Blank Day, Offline Day or Annual Leave Day, they will receive the following minimum payment at the Productivity Rate:

(a) Up to and including a one (1) hour infringement – 2.0 Credit hours;

(b) More than one (1) hour and up to and including two (2) hours infringement – 4.0 Credit hours; or

(c) Greater than two (2) hours infringement – 5.0 Credit hours.

39.9 Where a Pilot goes sick or fatigued mid Duty and is required to position home on a DDO, Blank Day, Offline Day, or Annual Leave Day due to that removal, the Pilot will be entitled to accommodation and allowances but not a payment for Work under this clause.

TWU COMMENT

Negotiating reps highlighted that this clause is contradictory to the non-punitive measure surrounding credit protections being introduced around fatigue. Negotiators argued that if a pilot is deemed to have become operationally fatigued, then this is a situation created by Virgin Australia rostering or the work environment. A pilot should therefore not be penalised by not being remunerated for a day off lost when removing themselves due to operational fatigue.

PART 5 - HOME BASE, TRAVEL AND ACCOMMODATION

45. Car Parking

45.2 Where car parking is not available at a training centre, and Virgin Australia does not provide transport to the training centre, Pilots will be expected to use the most cost-efficient form of transport in accordance with the Virgin Australia Expenses Policy.

TWU COMMENT

Our position is that any training that Virgin Australia schedules should have transportation organised.

46. Accommodation and Ground Transport

Some clauses that Representatives sought further clarification on.

46.4 The mandatory items in clause 45.3(a) can be waived or varied for particular accommodation by agreement of the AIC (such agreement not to be unreasonably refused).

TWU COMMENT

It is confusing to understand how a criterion that is listed as “mandatory” can be waived.

46.3 Virgin Australia may exclude the mandatory item at clause 45.3(a)(ii) from hotel tender documents and will instead list 24 hour hot food room service as a non-mandatory item. A list of short listed hotels, including any hotel with 24 hour room service, that submit a tender will be provided to the AIC. The AIC will not unreasonably refuse to waive the requirement in clause 45.3(a)(ii), subject to Virgin Australia ensuring appropriate access to sustenance is available for Pilots during layovers.

TWU COMMENT

Again, these seem to be terms inserted to circumvent paying for mandatory EA requirements. The relaxing of hot foods in the 2021EA was temporary due to COVID requirements. We do not believe that Virgin should be able to remove hot food options from its tender seeking process. We have pressed the point in other areas, that it is unreasonable that a pilot can have rest reduced to as low as 10 hours in a hotel room yet may still be expected to be able to source suitable sustenance and achieve 8 hours sleep, not to mention any form of physical exercise.

47. Overnight Meal and Incidentals Allowances (ODTA)

Virgin has proposed an ODTA in lieu of the current allowances during meal windows methodology.

TWU COMMENT

The ODTA is somewhat of a curious issue as far as we are concerned. Calculations reveal that on balance sometimes pilots are better off under the old system and sometimes better off under the newly proposed – so our position is indifferent. We had issues with the position of the company which said that it could entertain ODTA or RIG's. As allowances are ATO requirements, this "trade off" seems banal.

There is no correlation between RIG's and allowances, and the fact that the Virgin and the AFAP agreed to trade RIGs for a different version of allowance that is required to be paid, is astonishing.

Additionally, its curious that the company will commit to changes in the ATO table pertaining to ODTA – but would not commit to the same methodology for DTA.

48. International Meal and Incidental Allowances (IDTA)

As per the DTA and ODTA – there has been a change here.

Cost Group	Meals	Incidentals	24-hour equivalent	Hourly rate
3	\$185.00	\$45.00	\$230.00	\$9.58
4	\$235.00	\$50.00	\$285.00	\$11.88
5	\$295.00	\$60.00	\$355.00	\$14.79
6	\$340.00	\$60.00	\$400.00	\$16.67

TWU COMMENT

Much similar to DTA and ODTA, we remain indifferent on this.

50. Unscheduled Overnight

An extra inclusion to paragraph 50.2 has been added. "An Overnight is not unscheduled if the Pilot agrees to a Duty change that results in a non-Rostered Overnight."

TWU COMMENT

This clause muddies the waters, as its intent is unclear. Should a pilot extend a duty to help the company, therefore they have agreed, why should this alter the way an unscheduled overnight is assessed?

PART 6 - ANNUAL LEAVE

51. Annual Leave

Regarding clause 51.3 (c) Leave Slots, The minimum annual leave slots available each week of the annual leave ballot under 51.3(b) may be reduced to 7.5% from the commencement of an Annual Leave Multi-Ballot System in accordance with Appendix 5.

TWU COMMENT

In early negotiations the company had indicated that participation in the High-Line proposal would negate the need for a reduction in leave slots. Considering Virgin is taking 6 DDO's off all pilots, there doesn't appear to be logic in the double dipping here.

52. Personal/Carers' Leave

52.8 Pilots will not be debited more than 69 hours of personal/ carer's leave entitlements in a 28-day Roster Period.

TWU COMMENT

Seeking clarification here if this is oracle hours or not. The reason seeking clarification is that we are not operating to a 69 Hour MCG anymore.

Sick leave now has various different values; in an off peak it is worth more than during a peak period. As in an off peak, anything over 65 credits will be paid at productivity.

PART 12 - OTHER PROVISIONS

89. Insurances

89.1(c)(i) Virgin will be increasing its loss of licence insurance contribution in accordance with the following table.

Table 15: Loss of Licence

Current	From 1 May 2025	From 1 May 2026	From 1 May 2027
\$3,004.77	\$3,187.76	\$3,283.39	\$3,381.89

TWU COMMENT

With the cost of genuine Insurance Products on the rise, this is a welcome increase.