

# Proposed Virgin Australia work rule changes



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## 4. LIMITATIONS ON CONSECUTIVE EARLY STARTS

- It is noted in clauses 4.3(a) that FDP limits have been reduced by 1 hour instead of 2 for a 4th day and by 2 hours instead of 4 for a 5th day.
- Additionally, clause 4.3(b) sees time free of duties post 5 consecutive earlies reduced from 62 hours to 60.

### TWU COMMENT

These may facilitate the avoidance of a flip from earlies to lates, however no measures are being offered to ensure that is the intent of these changes. Early starts limit the ability for pilots to get sufficient quality and quantity of sleep prior to duty.

## 8. POSITIONING

This is a new clause - 8.4 **Pilots who are Rostered a Positioning Sector in the same FDP as an Operating Sector can be required to operate that Sector.**

### TWU COMMENT

What's new is that you can be required to fly, but there is no credit protection on this obligation. Subsequent removed or lost flying offsets this as well as it forms part of unprotected credit.

8.8 Own Way Travel - (a) Where a cancellation of a Positioning Sector occurs under clause 8.7 above, Credit will accrue for the cancelled Sector and the Sector will remain on a Pilots roster annotated as Own Way Travel. A Pilot will accrue allowance payments associated with this Sector remaining on their roster provided the Pilot travels to their Home Base at a later time.

8.8(b) Where a Positioning Duty has been Rostered on a Day Off a Pilot will not be eligible for a working on a Day Off payment under clause 39 of the Agreement unless the Pilot travels on the Rostered Positioning Sector.

## 9. STANDBY

### 9.2 Full Standby Rosters

Virgin has made commitments in this section to not rostering more than 10% of a resource group a full standby roster.

It has also indicated that it will allow bidding for such rosters.

### TWU COMMENT

Standby rosters are more likely to have circadian 'flips' from late to early and vice versa. Not allowing 15 hours home base rest limits the ability for pilots who don't live close to the airport to ensure they are well rested prior to standby duties.

No commitment to an "avoid" bidding option.

The 2018 EA included 13 DDOs for Standby rosters.

### FULL STANDBY ROSTER

Means a Roster published with more than eight (8) Standby duties (prorated for Part-time). May contain Lead In Flying, Blank Days, Offline Days, recurrent training, approved leave and Ground Duties.

### COMPOSITE FLYING ROSTER

Means a Roster published with a combination of Standby, Flying, Blank Day, Offline Day, approved leave, simulator and/or Ground Duties.

### 9.4 Standby 18

### TWU COMMENT

Virgin has indicated it does not yet have the system ready to go, and in fact will need recoding of the former RES48. Additionally, there is no commitment to a minimum amount of usage, or if it will be used at all. We see this as a possible offering to cater to assist commuters in having visibility around standby, however unlikely that it will be introduced or utilised outside of certain roster periods.

Additionally, if Standby18 is introduced:

- It will not be offered from a pilot's domicile as RES48 once was
- It is not subject to SAFTE FAST assessment at roster publish.
- Duties can be allocated outside 18 hours, yet re-displaced inside 18 hours, onto SBYD.
- There is no credit or credit protection afforded to Standby18.

## 10. MAXIMUM FDP

Virgin has chosen to utilise the following FDP tables which take into current hybrid FDP table (the more limiting from SSM7 and EA18) as a term of the Proposed Agreement (see clause 10 in Appendix 1 – Work Rules).

10.5 Table A: Acclimatised

Acclimatised Time of start	Sectors					
	1	2	3	4	5	6**
0600 – 0759	12 ½	12 ½	11 ¾	11	10 ¼	9 ¾
0800 – 1259	13 ½	13 ½	12 ¾	12	11 ¼	10 ½
1300 – 1759	12 ½	12 ½	10 ¾	10 ¾	10 ¼	9 ¾
1800 – 2159	11 ½	11 ½	10	9 ½	9 ¼	8 ¾
2200 – 0559	10	10	9 ¾	9 ¼	9	8 ¾

\*\* Day of operations disruption provision only, refer clauses 10.9 below and 11.1.

10.6 Table B: Unknown State of Acclimatisation

Local Time Preceding Rest (hours)	Sectors					
	1	2	3	4	5	6**
30 or more	12 ½	12 ¼	11 ¾	11	10 ¼	9 ¾
Less than 30	11 ¼	11 ¼	10 ¾	10	9 ¼	8 ¾

\*\* Day of operations disruption provision only, refer clauses 10.9 below and 11.1.

### TWU COMMENT

Virgin altered its position on returning to the less restrictive 2018 FDP table following correspondence between the TWU and Virgin, and the TWU disassociated itself with claims both unions requested a return to the 2018 table.

In 10.7 – Virgin has introduced Table C – an Acclimatised Charter table.

10.7 Table C: Acclimatised (Charter Operations only)

Acclimatised Time of start	Sectors					
	1	2	3	4	5**	6**
0500 – 0559	11 ¼	11	11	10 ½	10	9 ¾

\*\* Day of operations disruption provision only, refer clauses 10.9 below and 11.1.

### TWU COMMENT

Virgin is unable to conduct this flying under RPT FDP tables, it has introduced Charter FDP table.

A pilot's ability to manage fatigue doesn't vary based on if it's a charter or RPT duty. Charter duties have a different fatigue profile, with more regularity to the flying, and less duty time than RPT.

This addition can see a pilot on an early morning Charter duty having to fly for more than an hour longer than they would if it was RPT.

## 21. EXTENDED TURNAROUNDS

21.3 For Charter Operations, a Pilot may be Rostered more than three (3) hours without a Flight Duty during a turnaround and the following will apply:

- (a) A Duty RIG will be paid for each FDP the greater of:
- the actual or Scheduled Flight Time (whichever is greater) for the Operating or Positioning Sector, or
  - one (1) Credit for every 1.55 hours (pro-rated) on Duty in each Duty Period of a Charter Operation that exceeds three (3) hours of time on ground.

### TWU COMMENT

In the 2021EA extended turnarounds were afforded a greater than 3 hours provision, such to a sunset clause expiring 30 June 2024, and that each concession was subject to AIC approval. Virgin is laying claim to any such extended turnarounds by introducing this revised version of the clause in this EA.

This was a temporary provision to allow for the company to sort out a permanent compromise and retain its charter contract.

Virgin has agreed to the TWU position on duty RIGs here for this clause.

## 25. ABSOLUTE LIMIT ON FLYING HOURS

25.1 The maximum flight hours for a Pilot will not exceed:

- 900 hours in any 365 consecutive days, unless a Pilot agrees to Opt-In for up to 1000 hours in any consecutive 365 days.

### TWU COMMENT

Virgin has not indicated how a pilot can opt in, and the implications or ramifications when one opts out (if they can).

## 26. CALCULATION OF CUMULATIVE DUTY HOURS

27.1 Duty hours will be added to cumulative totals in accordance with the following:

- to count in full:
  - Duty periods and Flying Duty Periods, plus subsequent post-flight duties;
  - all Standby A Duty, except that specified in 27.1(b) below;
  - the time spent on Positioning.

### TWU COMMENT

It is unclear if Virgin is suggesting that standby A is considered Duty and therefore should attract DTA?

## 28. OTHER MISCELLANEOUS RULES

28.3 (c) Full-Time Check and Training Pilots (excluding Training Captains) who opt in will be Rostered in addition to clause 28.3(a) above, a minimum of six (6) Duty days of Personal Flying distributed as evenly as possible across 13 Roster Periods.

Check Captains may opt in to have the additional requirement for Personal Flying in this clause Rostered as a Day Free of Duty for administrative purposes.

### TWU COMMENT

We are unsure why Part-Time Check Captains have not been afforded the same choice here. Also, allocating ADMIN0 seems unnecessarily unfair as these pilots are presumably conducting work related duties on these days – and are losing both credits and DTA on these duties.

## 31. INCREASE IN FDP AND FLIGHT TIME LIMITS IN AUGMENTED CREW INDIAN OCEAN TERRITORY OPERATIONS

Virgin has included a new, providing the ability to undertake Augment Crew Operations for IOT.

### TWU COMMENT

Any Augmented provisions outside of IOT operations will require AIC Agreement.

## APPENDIX 3 - GROUP DATE OF JOINING LIST

### 4. VARA F100 PILOTS TRANSFER

4.5 In March 2024, Virgin Australia announced it is considering introducing a Regional Jet (such as a A220 or E2). The right for VARA F100 Pilots to transfer under clause 4.3 above is conditional on a clause being included in the Virgin Australia Regional Airlines Pilots' Enterprise Agreement 2022 (or its replacement) as follows:

"Pilot positions on the Regional Jet will be allocated in the following priority:

(a) Perth Base 1. Priority in rank for the remaining 11 of the 37 Captains, and nine (9) of the 30 First Officers on the F100 Transfer List not transferring to a B737 and irrespective of their seniority; then

2. The next 26 Captain and 21 First Officer positions will be awarded in accordance with the Virgin Australia Narrow Body Aircraft Pilots' Enterprise Agreement 2024 and using the GDOJ List; then

3. Any further positions awarded using the VARA Date of Joining List.

(b) Any additional positions on the Regional Jet in any base outside of Perth will be awarded in accordance with the process outlined in clause 77 of the Virgin Australia Narrow Body Aircraft Pilots' Enterprise Agreement 2024 and using the GDOJ List.

## APPENDIX 5 – MULTI-BALLOT ANNUAL LEAVE BIDDING SYSTEM

### TWU COMMENT

We welcome any improvement to leave bidding.

We do not see this as a trade-off for a reduction in annual leave though.