



TWU
Carrying Australia

VIRGIN GROUND BARGAINING UPDATE

DECEMBER 2020

VOTE FOR JOB SECURITY

After a tumultuous year for Virgin workers, your TWU bargaining committee has fought hard for an agreement with Virgin that focuses on job security in these difficult times for aviation.

During a tough time for bargaining, with many workers still stood down, we have achieved an in-principle agreement that recognises the challenges ahead for aviation while also seeking to retain and improve upon your terms and conditions of employment and lock in job security.

Virgin's initial log of claims aimed to radically strip back your conditions and hours and your bargaining committee has fought hard to ensure workers do not bear the brunt of this aviation crisis. We believe we have come up with the best deal possible in the circumstances.

You now have the opportunity to have your say by voting.

	Virgin's initial claim	Proposed EA
PAY	Wage freeze for life of EA	2% increase in July 2022 (stores workers additional 2% cash in 2021)
CLASSIFICATIONS	5 levels only (combining PC1 with PC2 and PC4 with PC5) and applying lowest wage rate.	6 levels (combining PC1 with PC2) existing team members not disadvantaged
TERM	3 years from commencement	Agreement to expire 30 June 2023
PIT CREW		
FULL-TIME EMPLOYMENT RATIO	Wholly remove 35% ratio of part time to full time	Retain a clause to ensure minimum 18% of workers are full-time (this doesn't affect current full-time workers and can be negotiated back up to 35% or over in next agreement)
PART-TIME MINIMUM HOURS	Minimum of 20 hours for all part timers	20 hours per week until July 2021, 22 hours until July 2022 and 25 hours thereafter. PC1's are guaranteed 22 hours per week from July 2021
PART-TIME OVERTIME	Shift extension penalties payments (between 10% and 70%) to replace 8 hour overtime trigger.	<ul style="list-style-type: none"> Shift extensions with less than 48 hours notice are overtime at time and a half then double time. Shift extensions with more than 48 hours notice are ordinary time then double time when shift length exceeds 8 hours 8 hour overtime trigger extended to 10 hours.
DAYS IN LIEU FOR PUBLIC HOLIDAYS	Remove entitlement for all part-timers.	Days in lieu entitlement retained for all existing team members.

TWU CLAIMS >>>

TWU CLAIMS

Your TWU bargaining committee has been successful in adding the following important claims to the in-principle agreement, which will give workers further protections:

- ✓ A stronger dispute settlement procedure, allowing an independent umpire to determine all disputes
- ✓ Consultation when Virgin is considering workplace change instead of consultation after the event
- ✓ A real commitment that virgin explores insourcing at other ports during the life of the agreement, further enhancing job security
- ✓ TWU delegates leave, which allows your delegates to better protect your rights at work and make sure your voice is heard on all committees
- ✓ TWU inductions
- ✓ TWU delegates rights
- ✓ Maintaining the prohibition on split shifts
- ✓ Voluntary redundancies before compulsory redundancies
- ✓ Addressing the undertakings required by the FWC regarding the last EA
- ✓ Labour hire not to impact direct hire jobs
- ✓ Virgin and TWU partnership to enhance standards across aviation:
 - Virgin Australia and the TWU to engage on standards and conditions in the markets in which Virgin Australia operates;
 - consider how Virgin Australia and the TWU can engage constructively in relation to potential legislative changes within the industry;
 - build and improve long term relationships.

RETURNING TO WORK

Virgin has also committed to working with the TWU on a Ramp Up committee to assist with bringing workers who have been stood down for long periods of time back into the workplace, including training and ASIC's to be easily obtained for a smooth transition back to work.

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