



## Bargaining Kicks off at Virgin Australia

On 20 February 2017 your ASU delegates met with management and gave them a list of the changes that ASU members want to see in their new agreement.

### Our claims

Some of the main changes we raised are:

- Fair pay rises to make sure your wages reflect the level of the work you do
- Eliminate the new ROS day
- Part time staff to be paid overtime rates for all work performed in addition to rostered hours
- Ensure that “chronologies” are used fairly and transparently
- Limit the use of contractors and provide a commitment that jobs will not be offshored

A full list of ASU member claims is overleaf.

### Virgin’s position

Virgin management says that it will provide us with a preliminary response to our claims when we next meet on 20 March.

At that meeting management will also outline the changes they want to see in the Agreement. We don’t yet know what management will want. However, management has made it clear that big changes could be coming – they are interested in finding “efficiencies” and “flexibility”. This could mean things like shorter shift lengths or greater use of contractors. Time will tell what specific changes management want to make in the new agreement, but now is the time for Virgin Guest Services staff to work together and get ready to protect our existing conditions, and get the improvements we want to see.

If you haven’t already joined the ASU, you can join online here: <https://www.asu.asn.au/asujoin>

### Your workplace representatives at the bargaining table

Name	Location
Josh Brady	Brisbane Airport
Lorry Parissakis	Sydney Airport
Roxane Martinez	Melbourne Airport
Sarah Hogan	Melbourne Airport
Sipola Hatcher	Brisbane GCC

If you have any questions about the negotiations, you can ask one of your workplace representatives, or contact your local organiser:

State	Name	Contact Number
NSW US	Nick Herbert	0149 761 320
VIC PS	Imogen Sturni	0433 339 656
QLD Together	Billy Colless	0419 736 886
SA/NT	Dale Beasley	0497 555 875



# Virgin Australia Log of claims

## ASU Log of Claims

Australian Services Union members at Virgin Australia endorse the following claims that we want to see in our new enterprise agreement.

### Fairness at Work

1. Maintain all existing terms and conditions, unless improved.
2. Part time staff to be paid overtime rates for all work performed in addition to rostered hours.
3. Improve the current communication and consultation processes to ensure staff are properly consulted about changes at work that affect them.
4. Pay staff for the time they spend at the commencement of each shift reviewing company emails and procedure updates, and getting to their work location.
5. Ensure that “chronologies” are used fairly and transparently.
6. A fair and transparent job selection policy that allows employees a fair opportunity for a career path at Virgin Australia.
7. Increase access to family violence leave to 10 days per year.

### Balancing Life and Work

8. Improve rostering arrangements to ensure they are fair and transparent.
9. Change the 6/3 roster pattern for part time employees to allow part time employees to properly balance work and life.
10. Employees are not disadvantaged for accessing sick leave by reducing overtime payments.
11. Ensure the annual leave approval process is fair and efficient.
12. Eliminate the new ROS day.
13. Increase paid parental leave from 10 to 14 weeks.

### A Safe Workplace

14. Ensure staff have access to appropriate training, and develop a process through which staff can make training requests.
15. Provide clean and safe lunch rooms for guest services staff.
16. Ensure fairness and privacy for employees when accessing sick leave.
17. Provide work equipment that is safe and in good working order (for example, working radios).

### A Fair Pay and Superannuation Outcome

18. A pay scale that properly reflects the work we perform and Virgin Australia’s position in the market.
19. Limit the use of contractors and provide a commitment that jobs will not be offshored.
20. Provide a buddy training allowance for all staff who train other staff at their level.
21. Pay a wage increase of 4% per annum.
22. Increase superannuation to 15% over the life of the agreement.
23. Other claims that may arise during the course of bargaining.