

Great airline
Great staff
we deserve a great agreement



Time to step up the pace

Your ASU National Negotiating Team's last meeting with the company reps was on 26th September 2013.

At this meeting the company built on the work from the last meeting and tabled more details about their proposed classification structure for Guest Services and Pit Crew. The material was not complete and we are still waiting for further details so we can report back to you comprehensively about what is proposed.

The company still has no immediate proposal to change the contact centre classification structure. We have suggested there does need to be some change and not just a review within 6 months of reaching agreement. The company reps are reconsidering their position.

The following is an overview of some of the discussions - on the back of this bulletin is also a summary.

Conversions from part time to full time

It seems that the company is seriously considering our proposal about how part time staff convert to full time. We suggested that using seniority is the cleanest most transparent method for conversion of staff at the same levels. The company now seems to agree with us that this is a reasonable criteria.

Higher duties

A major breakthrough on higher duties payments also appears likely now too – again a claim we have been pursuing vigorously. The company now agrees higher duties should be paid at the actual rate of the higher job instead of the current flat dollar rate regardless of the position. This will apply in both Airports and the contact centre. This is a major gain.

Rostering committee

At present the company won't agree to a separate committee to discuss rostering they want it discussed at the consultation committee. We are reviewing their proposal.

Days in lieu

The company now agrees with our claim that days in lieu should not be lost after 6 months, in both Airports and the contact centre. Untaken DILS will be added to annual leave not paid out after 6 months. This is a big win.

Classification structure and money

We are reviewing this proposal and will report back after our next meeting.

Still a way to go

Your NNT felt we were making real progress at the last meeting on a range of issues but the big issues of the money and back pay still need work. We think it will soon be time for meetings of members to assess our position. Whatever happens sticking together is the key.

Our next meeting

Our next meeting is on 11th October 2013.

Time to join the ASU

Now more than ever it is time to join the ASU - you can join online <https://www.asu.asn.au/asujoin>

Need more information

For more information please contact your local Organisers.

| STAY INFORMED | |
|-----------------------------------|--|
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Virgin Australia Responses to ASU Claims – As at 26 Sept 2013

| NO | ASU Claim | Virgin Response |
|--|---|---|
| Fairness at Work | | |
| 1 | Maintain in the Virgin Australia Ground Crew Agreement 2012 all existing Ground Crew Agreement 2010 conditions which are not improved in the new Agreement and ensure that our Agreement takes account of all industry standards and entitlements | Progressing positively <ul style="list-style-type: none"> • Laundry allowance – no • Foreign Language allowance - Yes |
| 2 | Include a better job classification structure in the Agreement which defines our roles and recognises our skills at work and provides for better career opportunities and advancement at Virgin Australia | Progressing positively |
| 3 | Include a fair transparent job selection policy that ensures everyone who wants to can access a career path at Virgin Australia | Not Agreed |
| 4 | Include supervisors at airports in the coverage of the Agreement | Not Agreed |
| 5 | Change the new Agreement so that part time staff are paid overtime for all unrostered hours | Not Agreed |
| 6 | Include a comprehensive consultation process so that staff are consulted about changes at work that affect them | Progressing positively |
| 7 | Provide for 10 minutes paid time at the beginning of a shift so that staff can be up to date with all company communications and changes of procedure before commencing work | Not Agreed |
| Balancing Life and Work | | |
| 8 | Ensure that there is a transparent and fair system of rostering | Progressing positively |
| 9 | Ensure that we have the best and fairest system for allocating and accessing annual leave and that our days in lieu are not lost | Progressing positively |
| 10 | Establish a proper system of taking breaks at work | Progressing positively |
| 11 | Provide a process so that part time positions can convert to full time when it is established the hours are available to support additional full time staff | Progressing positively |
| 12 | Provide for improved access to jobshare positions | Progressing positively |
| 13 | Provide 10 weeks paid parental leave in addition to the government scheme and 2 weeks additional paid dads and partners leave in addition to the government scheme | Not Agreed |
| Focusing on a Safe workplace | | |
| 14 | Remove the Zero Tolerance Policy | Not Agreed |
| 15 | Ensure there is ongoing and proper training to assist staff with their compliance with company standards and procedures | Discussing |
| 16 | Provide for better facilities at work like proper break rooms and staff rooms for guest service employees | Not Agreed |
| 17 | Work with the best equipment such as radios and computers that are well maintained. | Not Agreed |
| A Fair Pay and superannuation Outcome | | |
| 18 | Include a pay structure which reflects Virgin Australia's position in Australian aviation | Not Agreed |
| 19 | Ensure that everyone who works for Virgin Australia has the same wages and conditions for the same job, and those staff who work for labour hire agencies can convert to direct employees | Not Agreed |
| 20 | Increase the rates of allowances to take account of CPI and / or our pay rise | Progressing positively |
| 21 | Provide for a buddy training allowance for all staff who train other staff at the same level as they work at | Progressing positively |
| 22 | Provide for a 5% per annum pay increase for each year of the agreement with the first increase payable from 7 March 2013 | Not Agreed |
| 23 | Provide an increase in the company's contribution to superannuation over the life of the agreement to an amount of 15% | Not Agreed |