

▶ Great airline
Great staff
We deserve a great agreement



We deserve a better agreement It's time to say NO

The ASU Virgin Australia National Negotiating Team (NNT) believe that the company will shortly put out an agreement for Guest Services, Contact Centre and Pit Crew team members to vote on and in our view the proposal is not good enough and should be rejected.



Beware of spin over substance

We know that some people are saying the proposed agreement contains important changes and improvements – we don't believe these go far enough and in many cases the wording is unclear and highly qualified and leaves the company to do what they have always done if they choose to.

There may be a range of "understandings" about how particular clauses may work in the EBA but in the absence of actual words that explain exactly how a clause works we have to rely on what the words say not what we would like them to say.

Too many times the proposed agreement falls very short of giving real commitments, and real time frames – instead there are qualified motherhood statements which the company can rely on to do nothing!

Our analysis is based on the most recent agreement received from Virgin management on 2nd April 2013.

THE CURRENT VIRGIN PROPOSED AGREEMENT IS NOT GOOD ENOUGH

Job security clause – clause 8

- Insourcing of current outsourced areas is only going to happen if it is “deemed feasible” by the company – so all the company has to say is “it is not feasible” – which they have done so far. The Sydney and Melbourne bag rooms will be insourced – but there is no time frame for this to occur and no commitment to insource anywhere else. Virgin can still use as many labour hire staff or contract labour on lower rates in all positions as they want.

Conversion from part time to full time – clause 11

- The agreement says a few things about maximising the numbers of part time roles converted to full time – but it does not say how many positions will convert or how this will occur or who will convert. Virgin does not commit to ensuring that part time Virgin staff at the level where full time jobs are required will definitely get the positions – there are lots of qualifications on the commitment designed to give the company a way out.

A review of the classification structure – clause 20 (g)

- Virgin is only committing to a review of the Pit Crew positions and they are not committing to actually change anything. They will just look at Pit Crew positions and maybe consider changes in the next agreement.

Higher duties pay – clause 22

- This clause does not reflect the Award clause. The allowances for work at higher levels outside the agreement do not recognize the work being performed. The clause does not properly reward Contact Centre staff working higher duties

Wage increase and classification – clause 21 (g)

- The proposed wage increase and classification structure is still inferior to other airlines in the industry. The proposed agreement:
 - **FAILS** to recognise new skills as a result of SABRE
 - **FAILS** to reward long serving staff
 - **FAILS** to provide service increments for the advanced level (there is just one rate)
 - **FAILS** to properly recognize resource planners by downgrading their wage rates
 - **FAILS** to benchmark the rates/classifications against the Award
 - **FAILS** to include team leaders, supervisors and trainers in the agreement
- The classification proposal allows Virgin to add additional duties to the classification structure with consultation but without your agreement (clause 21 (f)).
- **All in all – this proposal is not what we deserve.**

Overtime/non rostered work – clause 24.5

- The agreement provides for a definition of non rostered work which is dangerous.
- At present the clause applies to **ALL** areas and is apparently a concept that was proposed by the TWU.
- The TWU say the clause is about ensuring staff get access to any work that was rostered for labour hire/contract staff that is unable to be performed. We say – you don’t need this clause all you need is the following: “Virgin Australia staff will be given preference to perform all additional work or overtime ahead of labour hire or contract staff at the rates and conditions in this agreement”.
- Pretty simple really – you don’t need these crazy definitions which can be used to reduce overtime pay.

Why you should vote NO

Your NNT believe that everyone should vote NO to this agreement. We can get a better deal if we send a clear message to the company that this agreement is not good enough.

The agreement expired on 6 March 2013 which is only 5 weeks ago.

The company will not doubt threaten the back pay. They always do this to try and spook us into accepting less than we deserve. The pilots rejected their first offer from the company and they got a better deal – we can too if we stick together and **VOTE NO**.

We believe we can get a better deal if the agreement is voted down.

We deserve:

- More money and recognition that we deserve industry standards
- Better job security provisions
- Better control over contractors
- More certainty about conversions from part time to full time
- Proper reward for overtime worked

It is time to join the ASU

If you are in Guest Services or at the Contact Centre and you deserve a better deal in this agreement and you deserve the best union for Guest Services and the Contact Centre. It's now time to join the ASU. You can join by filling out the form on this newsletter or you can join on line <https://www.asu.asn.au/asujoin>

Together we can make a difference and get the great agreement we deserve.



Need more information?

For more information please contact your local organisers or NNT.

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