



## Virgin Australia extends existing FWAs

### Flexible Working Arrangements

Since November last year, the ASU has been in contact with the Company about how to properly handle requests from staff for Flexible Working Arrangements (FWAs).

When we last spoke to the Company, Virgin Australia were hoping to reduce the number of arrangements that are accommodated for ground staff to a fraction of what is offered to similar employees at Jetstar, Menzies and Qantas. ASU representatives have advised Virgin Australia that whilst the Company say they can't accommodate employees who can work part-time over 3 days a week with more than 15 hours of guaranteed work, they still have an obligation to meet the terms and conditions of your enterprise agreement.

Virgin Australia must consult with each employee about their *individual circumstances* and we have suggested to Virgin Australia that they should take the following steps in consultation with affected employees:

1. Genuinely consider your needs in relation to your FWA;
2. Consider the consequences you will experience if your needs cannot be accommodated and balance those effects against the needs of the Company; and,
3. Provide detailed reasons when they refuse a request.

The Company should only refuse a genuine request on reasonable business grounds.

### Next steps

Virgin Australia has notified the ASU that they will extend existing FWAs to the end of Roster Period 3 (24 March 2019) and attempt to resolve your legitimate concerns by 25 February. Team members should continue to request more information about Company decisions that affect them.

ASU Organisers are available to represent members in conversations with your manager. You should contact your Union about representation in this matter today.

### Join with your colleagues to demand respect at work

Join the ASU here: [www.asu.asn.au/asujoin](http://www.asu.asn.au/asujoin)

If you have any questions speak with your local ASU representatives:

#### **Your Local ASU Organisers:**

State	Name	Contact Number
NSW	Josh Paterson	0419 761 320
VIC	Imogen Sturni	0433 339 656
QLD	Billy Colless	0419 736 886
SA/NT	Kelly Bowey	0497 555 875

#### **Your ASU workplace representatives:**

State	Name
NSW	Lorry Parissakis
VIC	Roxane Martinez
QLD	Josh Brady
QLD	Nicole O'Neill