



Virgin Australia Update

EBA Bulletin #27 – 27 June 2019

Virgin – Shiftwork Wage Rates & Allowances

Hourly Rates effective 1 July 2019

| Type of Shift | Loading | GS Trainee | Operator 1/GS1 | Operator 2/GS2 | Operator 3.1/GS3A | Operator 3.3/GS3B | Operator 4/GS4 | GS5 |
|------------------|---------|------------|----------------|----------------|-------------------|-------------------|----------------|---------|
| Ordinary time | 0% | \$22.22 | \$22.74 | \$23.26 | \$23.99 | \$25.46 | \$25.95 | \$27.27 |
| Morning shift | 20% | 26.66 | 27.29 | 27.91 | 28.79 | 30.55 | 31.14 | 32.72 |
| Afternoon shift | 15% | 25.55 | 26.15 | 26.75 | 27.59 | 29.28 | 29.84 | 31.36 |
| Night shift | 22.50% | 27.22 | 27.86 | 28.49 | 29.39 | 31.19 | 31.79 | 33.41 |
| Saturday | 50% | 33.33 | 34.11 | 34.89 | 35.98 | 38.19 | 38.93 | 40.91 |
| Sunday | 100% | 44.44 | 45.48 | 46.52 | 47.98 | 50.92 | 51.9 | 54.54 |
| Public holiday | 100% | 44.44 | 45.48 | 46.52 | 47.98 | 50.92 | 51.9 | 54.54 |
| Xmas/Good Friday | 150% | 55.55 | 56.85 | 58.15 | 59.98 | 63.65 | 64.88 | 68.18 |
| Overtime* | 100% | 44.44 | 45.48 | 46.52 | 47.98 | 50.92 | 51.9 | 54.54 |

*Re: Clause 36.2 – Overtime of your agreement. At certification Virgin Australia conceded that a part time employee who works in excess of their rostered daily hours should not be paid any less than if they were covered by the *Airlines Operations Ground Staff Award 2010*. See the detailed undertaking given by Virgin Australia on the reverse page of this notice.

| Allowances and other payments | |
|-------------------------------|---------------------------------|
| First Aid | \$15.37p/w |
| Overtime Meal Allowance | \$14.24 |
| Language allowance | \$4.31 p/f |
| Line Training | \$21.54 |
| Paid Parental Leave | 10 weeks (20 weeks at half pay) |

A better deal brought to you by union members

This outcome was secured by the hard work, unity and persistence of union members at Virgin Australia. If you're not a member, now is the time to join.

Join with your colleagues to demand respect at work by joining the ASU here: 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 | Thomas Russell | 0419 761 320 |
| VIC | Imogen Sturni | 0433 339 656 |
| QLD | Billy Colless | 0419 736 886 |
| SA/NT | Scott McFarlane | 0426 291 572 |

Your ASU workplace representatives:

| State | Name |
|-------|------------------|
| VIC | Sarah Hogan |
| VIC | Shannon Chirgwin |
| QLD | Josh Brady |
| QLD | Emma Golder |
| NSW | Lorry Parissakis |
| NSW | Tara Stewart |

Copy of Undertaking: Clause 36.2 – Overtime



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Virgin Australia Ground Crew Agreement 2018

Application for the Approval of Enterprise Agreement (AG2018/935)

UNDERTAKING

Pursuant to section 190 of the *Fair Work Act 2009 (Cth)*, Virgin Australia Airlines Pty Ltd (Virgin Australia), an employer who will be covered by the proposed *Virgin Australia Ground Crew Agreement 2018 (Agreement)*, seeks the Fair Work Commission to approve the Agreement with the following undertaking:

Clause 36.2 – Overtime

Virgin Australia confirms that a part time employee under the Agreement who works in excess of their rostered daily hours will not be paid any less than the employee would be paid under the *Airlines Operations – Ground Staff Award 2010* ("Award").

To ensure compliance with this undertaking, Virgin Australia will:

- (a) At the end of each pay period, conduct a reconciliation of Wage Rates (clause 32), Shift Loadings (clause 35) and Overtime (clause 36) payments made to each part time employees under the Agreement during the pay period, against the Minimum Wage (clause 15), Shift Loadings (clauses 28.2(g), 30.3, 30.7 and 37.2) and Overtime (clauses 11.4, and 32) payments that would have been made to the part time employee under the Award in the corresponding period.
- (b) For the purposes of calculating overtime payments under clause 11.4(c)(iii) of the Award, a part time employee's "rostered daily hours" will be the hours of work for a part time employee as rostered 48 hours prior to the commencement of the employee's shift (as per the definition of 'rostered shift' in clause 30.1(c) of the Award).
- (c) If the reconciliation identifies that the employee would have been paid more under the Award during the relevant pay period, Virgin Australia will pay the employee the difference between the payment under the Agreement and the payment that would have been made under the Award in the pay run following the reconciliation.

Signed on behalf of Virgin Australia Pty Ltd:

Todd Reynolds

(Signature of authorised person)

(Name of authorised person)

11 July 2018

(Date)