

To: All Amicus Cabin Crew Members at Virgin Atlantic

Date as Postmark

Dear Colleague

2007 Pay Discussions

As you are no doubt aware we have commenced our pay discussions with the company in order to secure a negotiated settlement for implementation in April 2007.

We have advised the company that we will be looking for an above inflation increase incorporating the variable elements of pay that have been applied in previous awards in addition to addressing the following issues contained within our proposal:

Basic Pay – Trip Pay – Incremental Pay and Scheduling/Lifestyle

Unfortunately the company have come back with what can only be described as a derisory and ridiculous offer of 2.0% over 18 months.

Without going into too much detail – your Representatives have totally rejected this offer on your behalf.

There is not a lot of point in continuing these discussions unless the board of Virgin Atlantic come to their senses and start to recognise that the cabin crew at Virgin, as frontline representatives of the company, deserve more!

We will keep you updated.

Age Discrimination Discussions

Your Representatives have also been involved with the company to consider current VAA practices in relation to the Employment Equality (Age) Regulations that came into force in October 2006.

The aim of the working group was to consider the practices relating specifically to cabin crew and to ascertain whether these needed to be amended in order to avoid any potential or actual discrimination on the basis of age.

The group identified that the following areas may present some risk as they are linked to seniority.

Seniority

Requests for Trips and Days Off

Part Time Working

Allocation of Standby at Christmas

Allocation of Trips at Christmas

Holiday Allocation

Areas where no risk existed were identified were:

Secondment to other areas of the business, ie Virgin Nigeria

Promotions – Performance Based

Pay Scale

Trip Pay

Compatible Rosters


At this current time Virgin have not made any specific proposals to change the current practices given its view that the current practices will not fall foul of the new regulations. Generally, where employers are making changes, these are to the detriment of the workforce.

Whilst some of the provisions fall foul of the Regulations, there is a possible defence of objective justification contained within the Regulations. It is not however clear how Courts and Tribunals will interpret the objective justification defence.

On balance, whilst changes to the current practice might benefit certain parts of our membership, it is not clear at all at this stage what proposals would be suggested and therefore given that there is a possibility that the current practices could probably be objectively justified under the regulations and given the possibility that any proposals to change current provisions may well result in a detriment to the workforce, the Union's view is that at this stage at least, and in the absence of seeing any alternative proposals, the current practices/service related benefits should be retained.

If any members are concerned about this or have views to the contrary, then you should put your concerns in writing to me at the above address no later than Friday 23 March 2007.

Yours sincerely



Dave Kelly

Regional Officer