

VOTE NO TO CEVA'S CORONAVIRUS CASH GRAB

While government, employers and unions are working round the clock to ensure sustainable employment, Ceva have taken the remarkable step of trying to use the uncertainty around the pandemic to crush workers wages.

Ceva has gone back on its commitment to consult with TWU and workers and is instead trying to push workers into agreeing to:

- giving up the pay rise you're owed in the existing agreement
- lock workers into an 18-month pay freeze that would have a compounding effect on future earnings and superannuation
- delay bargaining for almost two years
- remove all shift penalties

The TWU has sought to defer bargaining in all our companies to focus on supporting members through the pandemic and to ensure we bargain at a strong time to get the best result for workers. While most companies have agreed to defer bargaining and are working through TWU's coronavirus protections, Ceva has tried to cash in on the crisis.

THE TWU PLAN FOR COVID-19 IN CEVA

- ✓ A 12 month deferral for renegotiation, with a new expiry date of 30 June 2021
- ✓ Bargaining to commence in March 2021
- ✓ Full utilisation of permanent workforce
- ✓ 2% pay increase for 2020 applies
- ✓ Additional paid leave for employees who contract the virus or have to self-isolate because of close contact with a confirmed case
- ✓ The above proposals to be contained within an MOU

THE CEVA PLAN FOR COVID-19

- ✗ New expiry date of 30 December 2021
- ✗ Bargaining to commence in June 2021
- ✗ No increase to wages, including the owed pay rise in the current agreement
- ✗ Introducing a 50/50 split of day shift workers which will create two shifts per day but without shift penalties applying
- ✗ Trying to vary the Enterprise Agreement rather than enter into an MOU
- ✗ Failure to consult changes to worker pay and conditions with the TWU or worker representatives

The TWU has asked for a full explanation of volumes of work, losses of work, impact on employees and options available from government assistance like the \$1500 wage subsidy. Ceva has refused to provide any information.

In order to protect your rights and keep in step with broader transport industry standards **VOTE NO** to the attempt by Ceva to profit from COVID-19 by reducing workers wages and entitlements.

TOGETHER, WE ARE STRONGER.

JOIN NOW FOR A BETTER FUTURE.

www.twu.com.au/join

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