



MEMBERS SUPPORT ACFS OFFER

Since the last bargaining meeting hundreds of ACFS members across the country have met to discuss the latest offer, which has been strongly supported in all states. The bargaining committee will now finalise drafting and meet again with the company to take steps to complete the bargain.

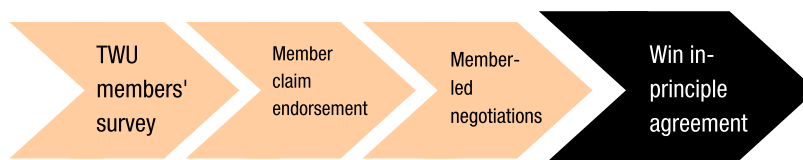
Congratulations on the unity and strength you've shown during this fight. By fighting together you've won an improved agreement and fought off any attacks to key conditions like crib breaks.

KEY WINS DURING THIS CAMPAIGN

- ✓ **No loss to any existing conditions**, like crib breaks
- ✓ **Wages:** 2% increase for period 1 Sept 20 - 30 Aug 21 (1.1% already paid for 1 May 21 onwards); 3% increase in 2021-22 (6% for SA to help close the gap), 3% increase in 2022-23
- ✓ **E-solutions** - 2% increase for period 1 Sept 20 - 30 Aug 21 (1.1% already paid for 1 May 21 onwards), 7% increase in 2021-22, 3% + close the gap for parity in 2022-2023
- ✓ **June 2023 agreement expiry** to enable us to remain part of the industry fight
- ✓ **Super** to be 0.5% above Superannuation Contribution Guarantee
- ✓ **5 days' paid leave for secondary caregivers** (non-birthing parent) upon birth of new child
- ✓ **A new mental health plan** to support workers
- ✓ **Paid mandatory govt. isolation** of 14 days if exposed to covid during work, and paid days off while awaiting test results
- ✓ **Community leave eg.** domestic + family violence leave
- ✓ **Upgrade to grading** (Grade 8 for Reach stackers, MT forks, Taut Liners)
- ✓ **Defibrillators** to be installed and staff to be trained at every site.
- ✓ **Criteria/qualification for higher grade** – if employee performs 4 out of 5 days over 4 weeks, they'll automatically qualify for higher grade.
- ✓ **Wording** to better address **pay errors**

NEXT STEPS

- ▶ Bargaining committee will meet with ACFS on week of 25 October to work to finalise details
- ▶ If agreed further members meetings to endorse the final agreement
- ▶ Company will then put out to full vote and send to FWC for approval



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