



IN-PRINCIPLE AGREEMENT REACHED

Your member-led negotiating committee has been hard at work at the bargaining table with StarTrack, and after significant break-throughs in the last 24 hours, the company put a revised offer to the committee, which will be put out to members to endorse. **Congratulations to each and every member for standing strong and united through some difficult months.** This is a major triumph, coming from some of the worst attacks on job security in the industry to an agreement with enhanced job security protections. This is a moment in time for all TWU members and a fantastic achievement for every StarTrack worker.

KEY WINS DURING THIS CAMPAIGN

- ✓ Commitment to stronger auditing provisions and greater transparency around outside hire
- ✓ Full utilisation provisions
- ✓ Preventing the use of outside hire to reduce overtime
- ✓ Labour hire casual conversions
- ✓ 3% wage increase to apply from 1 Sept 2021, 1 Sept 2022 and 1 Sept 2023, with agreement that if CPI rises above 3% in 2022 and 2023 StarTrack will pass this on as a wage increase
- ✓ Disputes procedure to cover all possible matters and when a dispute arises the status quo will apply to all matters
- ✓ The 2024 Agreement will be a National Enterprise Agreement (NEA)
- ✓ No more gaps until approval - first pay increase in the 2024 NEA will apply on 1 Sept 2024
- ✓ Back in the industry fight – agreement that the 2024 National Enterprise Agreement will expire in 2026 to align us with the other major transport companies

The vast improvements on StarTrack's original shoddy offer show **the power of standing together**. We would not be here if not for all of you uniting across the country. Your hard work has led to an offer that locks in key job security wins, as well as fair pay and super increases, giving you certainty before we're back at the bargaining table in 2024.

TWU
members'
survey

Member
claim
endorsement

Member-
led
negotiations

Ballot for
protected
action

Take
action

Win in-
principle
agreement