



IN-PRINCIPLE AGREEMENT REACHED

Your member-led negotiating committee has been hard at work at the bargaining table with FedEx after your recent rolling strikes, and we have now reached an in-principle agreement with the company, which will soon go to members for endorsement. **Congratulations to each and every member for standing strong and united through some difficult months.** This is a significant achievement, 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 FedEx worker.

KEY WINS THROUGHOUT THIS CAMPAIGN

- ✓ **Pay increases:** 3.25% for 2021 (back-dated to July), 3% for 2022 (or CPI capped at 3.5%, whichever is higher), and 3% for 2023
- ✓ **Super increases:** 0.5% for 2021, 0.5% for 2022, and 1% for 2023 (reaching 13%)
- ✓ **75%** of all PUD, Bulk and Local linehaul work to be done by FedEx employees/tied owner drivers
- ✓ Higher **grade duties**
- ✓ Family and domestic violence leave
- ✓ **Delegates' rights** + access to training
- ✓ Casual conversions
- ✓ Local workplace agreements
- ✓ Dispute resolution
- ✓ Custom and practice
- ✓ Mental health provisions
- ✓ **Back in the industry fight** – the 2024 Agreement will expire in 2026 to align us with the other major transport companies
- ✓ A commitment to negotiations to end the undercutting of FedEx employee and contractor jobs by using **VTA drivers** on inferior labour rates.

The vast improvements on FedEx's original shoddy offer show **the power of standing together**. You locked in industry leading job security provisions along with better consultation, full utilisation of FedEx employees and contractors and a commitment from FedEx to return to the bargaining cycle at our next agreement. Your unity and strength turned a 2 year 6% wage and super offer into a three year **11.25%** wage and super offer with additional CPI protection.

TWU members' survey

Member claim endorsement

Member-led negotiations

Ballot for protected action

Take action

Win in-principle agreement

	ACTIVITY	TIMELINE (DRAFT)
1	BARGAINING	
1.1	In-principle agreement reached	30 November 2021
1.2	Joint report-backs - brief employees about next steps and timeframes	13-17 December 2021
2	ACCESS AND VOTING	
2.1	Manager briefing	17 - 21 January 2022
2.2	Employee information sessions and access to EA and voting process	24 Jan – 4 Feb 2022
2.3	Launch Voting Process – electronic ballot open for 5 days	Start date: Mon 7 Feb 2022 End date: Fri 11 Feb 2022 Results: Fri 11 Feb 2022
3	BACKPAY	
3.1	Wage and super increase, backpay to 5 July 2021 (first full pay period)	End of February 2022
4	FWC APPROVAL	
4.1	Obtain FedEx/TWU signatures	18 February 2022
4.2	Lodge EA and FWC Forms	25 February 2022
4.3	Agreement reviewed and approved by FWC	TBC