



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.

