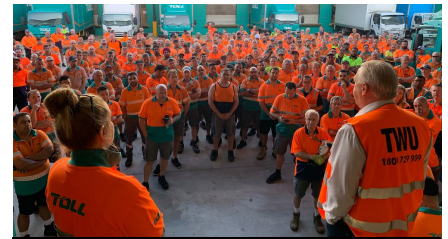


## VOTING ON YOUR AGREEMENT HAS BEGUN

Electronic voting for your new Enterprise Agreement (EA) has commenced. If you're unsure of how to vote, speak to your delegate.

The wins of the proposed agreement are a testament to the strength of your fight as a collective. Here's a look back at what we've won.



### Vote closes

COB Fri 17 Dec

## KEY WINS THROUGHOUT THIS CAMPAIGN

- ✓ Getting "**B rates**" (which would have undermined your job security) completely taken off the table
- ✓ Fighting off **fixed term contracts** as well as **attacks on overtime** for part timers
- ✓ Getting Toll to sign a **transfer deed**, so that your pay and conditions were safe as you moved across to Global Express
- ✓ **Improved redundancy process** to provide lasting security
- ✓ **15% superannuation** back-paid to 1 July 2021 - Global Express workers join Toll to be the first in the industry on 15% super, which is crucial in lifting standards right across the industry
- ✓ **Wages:** 2.5% increase from 1 July 2021, 3% (or CPI) from 1 July 2022 until end of the agreement
- ✓ **Outside hire ratios** - guaranteed 60% of all work to be given to employees and owner drivers before outside hire, with pathway to 70% in life of agreement and site by site consultation for any changes to ratio
- ✓ **Improved auditing provisions** for outside hire, to be reviewed by local Safe Rates committees
- ✓ **Improved consultation provisions** to give you more power in your yards
- ✓ **Full utilisation** of employees and owner drivers before outside hire
- ✓ **Local agreement** process in place

## VOTE OUTCOME AND NEXT STEPS

A successful yes vote means your pay increase backdated to 1 July will be processed in mid-February.

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