

### IN-PRINCIPLE AGREEMENT REACHED AT MARTIN BROWER

Your member-led TWU negotiating team met with Martin Brower on 4 and 5 August in Victoria to continue to negotiate for a fair deal that protects your conditions at work. We now have an in-principle deal for your endorsement.



Claims	Key Wins
Wages	<ul style="list-style-type: none"> <li>✓ 1 July 2022 - 4.75% increase</li> <li>✓ 1 July 2023 - 4.75% increase</li> <li>✓ 1 July 2024 – 3% increase OR a 4% increase if CPI above 3%</li> </ul>
Super	<ul style="list-style-type: none"> <li>✓ A 0.5% increase each year of the agreement bringing your super to 13.25% by 1 July 2024 and ensuring you continue to have a <b>strong plan for your retirement</b>.</li> </ul>
Freezer Allowance	<ul style="list-style-type: none"> <li>✓ 1 July 2022 – Increase to \$3 (15% increase)</li> <li>✓ 1 July 2022 – Increase of 4.75%</li> <li>✓ 1 July 2024 - 3% increase OR a 4% increase if CPI above 3%</li> </ul>
Updated Classification Structure	<ul style="list-style-type: none"> <li>✓ An updated classification structure for drivers that ensures a <b>clear pathway to Level 4</b> for all drivers after 2 years of services in previous classification levels and parity with workers in the warehouse. <b>For drivers who already have 2 years</b> of service in their current level, there will be a staged progression through the structure.</li> </ul>
Job Security – Overtime	<ul style="list-style-type: none"> <li>✓ Improved access to overtime for direct hire employees ahead of labour hire</li> </ul>
Job Security – Outside hire ratio	<ul style="list-style-type: none"> <li>✓ Includes a ratio for outside hire that ensures that <b>at least 70%</b> of all workers are directly hired by Martin Brower ensuring your safety and job security at work.</li> </ul>
Forklift licenses	<ul style="list-style-type: none"> <li>✓ Payment for all forklift licenses</li> </ul>
Consultation	<ul style="list-style-type: none"> <li>✓ Improved consultation provisions ensuring discussion about change take place <b>before any definite decision</b> is made and making your voice heard.</li> </ul>
TWU Delegates	<ul style="list-style-type: none"> <li>✓ Increased TWU delegate recognition and delegate leave to ensure your interests are properly represented</li> </ul>
FDV leave	<ul style="list-style-type: none"> <li>✓ <b>10 days</b> paid family and domestic violence leave.</li> </ul>

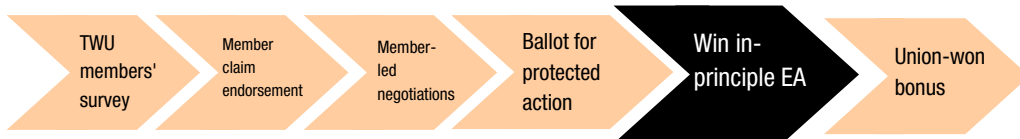
## NOW IT'S TIME TO ENDORSE THE DEAL

### DO YOU ENDORSE?

Yes
  No

### WHAT HAPPENS NEXT?

▶ Work will continue in the background to draft the new provisions of your agreement in the pathway to 2026, with a further meeting scheduled at the **end of August**. Once this is finalised, we will be providing updated information.



**TOGETHER, WE ARE STRONGER.**  
**JOIN NOW FOR A BETTER FUTURE.**

[www.twu.com.au/join](http://www.twu.com.au/join)

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