

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

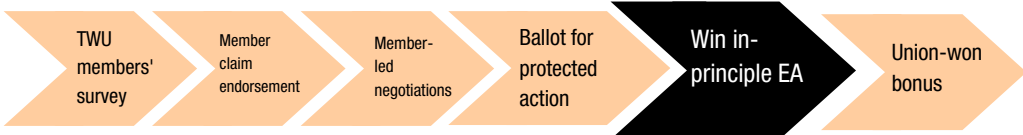
NOW IT'S TIME TO ENDORSE THE DEAL

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

