

OVERWHELMING ENDORSEMENT

99% VOTED YES TO EA

Your Menzies Enterprise Agreement has now been voted on and endorsed thanks to your courage and the fact that you stuck together all along the way. Now that you have voted on your agreement, **you will receive your back pay before 14 December of 3% for 2021 and 4% for 2022**

Your new EA also provides improved overtime payments and enhances your job security. **Congratulations on your win!**



KEY WINS

- ✓ **Backpay** – 3% from Jan 2021 and a further 4% from Jan 2022
- ✓ **Pay increase** – 4% increase Jan 2023
- ✓ **Superannuation** – fought off attacks to your super and kept it 0.5% above Government guarantee
- ✓ **Job Security** – Menzies has agreed to insource its ground operations that are currently outsourced during the life of the EA
- ✓ **Consultation** – Enhanced rights to give us more power in the workplace
- ✓ **Overtime** – anything outside rostered hours for part-time workers will be paid as overtime

NEXT STEPS

- ▶ **The Agreement** will go to the Fair Work Commission for approval.
- ▶ **Backpay** - Menzies has committed to processing your back pay by the 14th of December and will not be waiting until the agreement is approved, **meaning you will receive your well-deserved back pay before Christmas**

We now must hold Menzies accountable for their commitments and continue building power to win a safer and fairer aviation industry.

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Win in-principle agreement

Notice period

Voting on agreement opens

Successful yes vote

Agreement approved by Fair Work Commission

Receive back-pay and pay increase

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