

# IN-PRINCIPLE AGREEMENT REACHED



**Congratulations** to all members and the member-led negotiating team on reaching an in-principle agreement with Team Global Express that locks in significant pay increases, improved conditions and a commitment to fight with workers to achieve lifesaving transport reform.

The process has now commenced for the agreement to be drafted, checked and endorsed by workers.

## KEY WINS

- ✓ **Commitment to transport reform** that will lift the floor in our industry
- ✓ **Wages increase** that include protections against the cost of living:
  - **2023-** 4.75% + \$500 cost of living allowance
  - **2024-** 3%/CPI, whichever is greater, capped at 4%
  - **2025-** 3%/CPI, whichever is greater, capped at 4%
- Outside hire site by site ratios**
  - **2023-** 60% directly engaged employees and owner drivers
  - **2024-** 65% directly engaged employees and owner drivers
  - **2025-** 70% directly engaged employees and owner drivers
- ✓ **Casual conversions**
  - **2023-** eligible after 5 months, converted at 6
  - **2024 onwards-** eligible and converted at 4 months, subject to new labour hire agreements being entered into
- ✓ **Job security provisions** for line haul
- ✓ **Improved TWU inductions** for labour hire and permanent workers
- ✓ **Delegates' leave** - 2 nationally for 3 months
- ✓ **New starters training** and development scheme
- ✓ **Cultural and religious leave** - agreed in-principle
- ✓ **Parental leave** - same as current policy, with no amendment without notification, and any future amendments must ensure no employee is worse off
- ✓ **Family and domestic violence leave** - increased to 13 days, with policy referenced in Agreement and no amendments without notification, and any future amendments must ensure no employee is worse off
- ✓ **TWUSuper** inductions

## NEXT STEPS

- ▶ Drafting of the EA is now underway
- ▶ We will meet again with the company on 5-6 Sept to approve the final document
- ▶ Access to the EA and voting will follow

## DELEGATES' MEETINGS

**VIC/TAS** Thurs 10 Aug    **SA/NT** Tues 15 Aug

**NSW/QLD/WA** Fri 11 Aug

