

PREPARE TO VOTE ON YOUR AGREEMENT



The vote for your new BevChain NEA is happening soon. Your member-led TWU bargaining committee has endorsed this agreement and encourages members to vote YES.

This NEA delivers substantial pay increases while staying competitive, huge improvements to the terms and conditions and set us up strongly for 2026.

NEXT STEPS

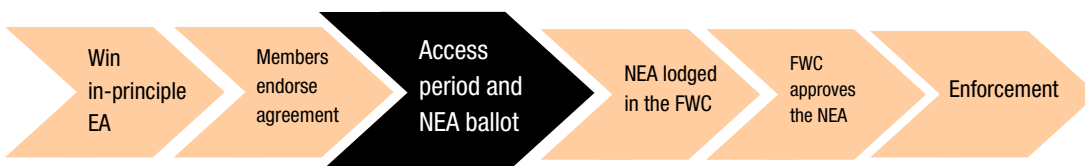
- ▶ **Access Period** from 13-21 Dec
- ▶ **Voting opens from 21 Dec at 6am and closes on 22 Dec at 3pm**
- ▶ The ballot will be conducted site by site using a ballot paper.
- ▶ Within 14 days of announcing a positive YES vote, the \$299 e-voucher will be sent to your payslip email address.
- ▶ The final draft NEA will be lodged at the FWC for approval after the vote result is announced.

VOTE YES ON AN AGREEMENT THAT DELIVERS:

	NEA Increases	CUB Warehouse Employees to receive NEA increases plus the additional increases below:
2023	4.5% (back dated) and \$299 e-voucher	1.5%
1 July 2024	3% (or CPI capped at 4%, whichever is higher) and \$299 e-voucher	1.5%
1 July 2025*	3.5%* (or CPI capped at 4%, whichever is higher)	2%

*1% linked to completion of the productivity training course – more information to come

- ✓ NEA expiry 30 June 2026
- ✓ Award reform
- ✓ Labour hire conversion after six months
- ✓ New Starter's training and development
- ✓ 25 minutes for TWU yard meetings
- ✓ Family and domestic violence leave
- ✓ Incorporation of Greenfields EAs and the long-distance award MOU
- ✓ Local matters agreement (LMAs)
- ✓ VIC – meal allowance, RDOs
- ✓ NSW, SA – water bottle, cooler bags
- ✓ Outside hire ratios on a contract-by-contract or site-by-site basis.
- ✓ Keg/package manual handling current procedures review
- ✓ Campaign delegates leave
- ✓ Blue Card retraining after 5 years
- ✓ Cultural leave
- ✓ Mental health training for delegates and HSRs
- ✓ Women's advocate
- ✓ Stronger rights for yard meetings
- ✓ Redundancy – 'no less favourable'
- ✓ Journey Insurance – confirmation that employees are insured for their direct travel to and from work
- ✓ Access to BevChain's novated lease arrangements
- ✓ Strengthened auditing compliance clause



JOIN THE TWU

