

AGREEMENT ENDORSED

94% VOTED YES

ON THE LOGISTICS NEA



Linfox logistics members have now overwhelmingly voted in favour of your new EA. Your new agreement will deliver improved job security, pay increases and improved conditions. Congratulations to members and delegates for standing as one. This result was possible because of your unity and strength.

KEY WINS IN THIS AGREEMENT

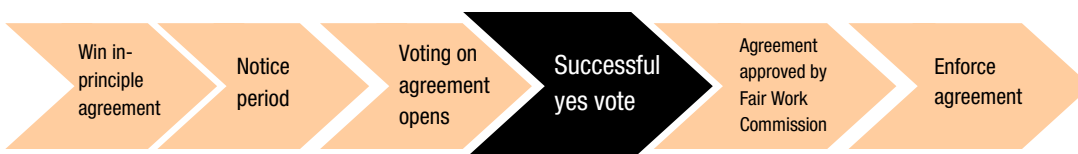
	NEA Increases	Incorporated Greenfields EAs (NEA increases plus an additional)	Superannuation (those currently below 15% will receive)
2023	4.5% (back dated to 1 July 2023) plus value of \$299 e-Gift card	0.5%	0%
1 July 2024	3.25% (or CPI capped at 4%, whichever is higher)	0.5%	1%
1 July 2025*	3.25% (or CPI capped at 4%, whichever is higher)	1%	1% (inclusive of the SGC increases)

- ✓ NEA expiry 30 June 2026
- ✓ Commitment to industry Reform
- ✓ 70:30 ratio – site by site or contract by contract
- ✓ New starters' training and development
- ✓ Additional day each year for the national committee to review training
- ✓ Labour hire conversion after 6 months
- ✓ Family and domestic violence leave
- ✓ Mental health training for delegates and HSRs
- ✓ TWU paid yard meetings
- ✓ Shift work definition
- ✓ Average earnings on stand-downs arising from Guardian technology detections.
- ✓ Provision of tablets to employees for client site induction
- ✓ Women's advocate programme
- ✓ Stronger redundancy provisions
- ✓ Blue card retraining and renewal after 5 years
- ✓ Cultural leave
- ✓ Campaign delegates' leave
- ✓ Incorporation of Greenfields EAs into the NEA
- ✓ Archerfield (Hernes-FoxChain) MOU
- ✓ Sustainable transport industry
- ✓ Union EA induction of all workers
- ✓ Work value review of the shunt and tug driver roles
- ✓ Rolling review of unload assist procedure site by site with HSR involvement.
- ✓ Crib break MOU
- ✓ Picnic day

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

NEXT STEPS

- **APPROVAL:** The agreement has been filed for approval with the Fair Work Commission.
- **E-GIFT VOUCHER:** Your \$299 e-Gift voucher will be issued within 14 days of the successful YES vote and emailed to the same address as your payslip.
- **ENFORCING YOUR AGREEMENT:** Your NEA is only as good when enforced. In 2024, we will focus on enforcing your hard-won rights such as:
 - Getting delegates and HSRs booked in for the Steering Healthy Minds training
 - Electing one Woman Advocate per state
 - Commencing NEA induction sessions for all employees so you know what the new clauses mean



JOIN THE TWU

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