

# BARGAINING UPDATE

Discussions have commenced with Menzies management to set up a process for negotiations.



## YOU'VE TOLD US YOU WANT ONE NATIONAL AGREEMENT

In October we circulated the results of TWU member surveys, including that members overwhelmingly support fighting for a **single national agreement**. We know that:

- Members are stronger when fighting together
- A single national agreement is the best way to lift and protect standards

On this basis, the TWU has not agreed to enter into separate bargains across Australia. This would play into a managerial tactic to divide and conquer and rush bargains through. We've made this clear to Menzies, and the unity and coordination of delegates and members to not be rushed into separate weaker agreements has been commendable.

## WHAT YOU CAN DO

- **We encourage all members to state the positions clearly and tell management to get to the bargaining table.** Menzies is the last major ground company or airline to have scattered agreements which leave workers in a weaker position to push for better standards.

**In the middle of a cost of living crisis Menzies needs to come to the table, agree to a process with a delegate-led TWU bargaining team and start national discussions for a fair agreement that delivers:**

- |   |  |
|---|--|
| ✓ Increase in full-time positions                             | ✓ Same Job Same Pay                                |
| ✓ Increase in minimum part-time hours                         | ✓ Higher Duties paid in full shifts                |
| ✓ Increased allowances and introduction of a towing allowance | ✓ Payments on public holidays and shift giveaways  |
| ✓ Improved safety including a weather policy                  | ✓ Allocations position/ day of ops added to the EA |
| ✓ Increase in wages – underpinned by CPI                      | ✓ Improved parental leave                          |
| ✓ Pathway to 15% super and paid for all hours worked          | ✓ Upgraded uniforms                                |
|   | ✓ Rosters sent out with proper notice              |

## NEXT STEPS

- **CLAIM:** We've developed a claim based on your feedback that looks at where improvements are needed across Australia, which will go to members for endorsement early in 2024
- **DELEGATE MEETINGS:** these will occur this week, to discuss next steps and discuss what action may be taken if Menzies does not take this process seriously
- **OUTLINE OF PROCESS:** We've outlined to Menzies how consolidating and negotiating together nationally could work



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