

AGREEMENT ENDORSED

97% VOTED YES



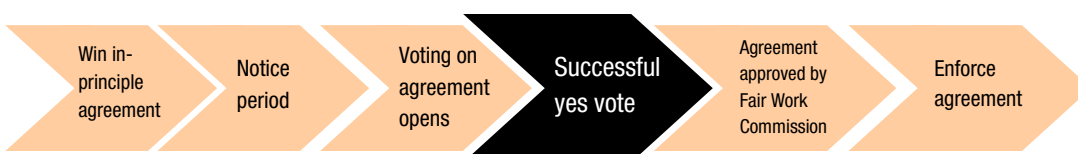
Team Global Express members have now overwhelmingly voted in favour of your new EA. Your new agreement will deliver improved job security, pay increases and improved conditions. Congratulations to members and delegates for standing as one. This result was possible because of your unity and strength.

KEY WINS IN THIS AGREEMENT:

- ✓ **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

- ▶ **APPROVAL:** The agreement has been filed for approval with the Fair Work Commission.
- ▶ **ENFORCING YOUR AGREEMENT:** Your NEA is only as good when enforced. In 2024, we will focus on enforcing your hard-won rights such as:
 - Outside hire ratios on a site-by-site basis
 - Delegates' leave for your leaders to better represent you
 - Casual conversion commitments

**JOIN
THE
TWU**