

# AGREEMENT ENDORSED

# 96% VOTED YES



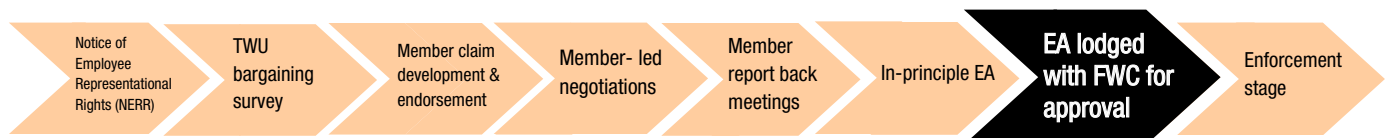
Border Express members have now overwhelmingly voted in favour of your new EA by 95.76%. Your new agreement will deliver improved job security, pay increases and improved conditions. Congratulations to members and delegates for standing as one. This result was possible because of your unity and strength.

## KEY WINS IN THIS AGREEMENT:

- ✓ **Pay Offer:** total 16% over 3-years (Year 1 = 9%, Year 2 = 4%, Year 3 = 3%)
- ✓ Back pay to 9 December 2023
- ✓ **Increased job security:** Casual conversion to permanent maintained
- ✓ Removal of outdated and unfair "dismissal without notice clause" - reverting to the Act for serious misconduct.
- ✓ BEX workers currently on 9-hour contracts maintained
- ✓ **Stronger delegates rights:** 6 days leave per year, plus 2 days for TWU annual conference paid at ordinary earnings
- ✓ **Improved conditions & entitlements:** Paid induction rights - 3 times per year
- ✓ For casuals workers, overtime rates kick in after 7.6 hours, down from 10 hours.
- ✓ Notice period to take long service leave shortened from 3 months to 2 months.
- ✓ Family Domestic Violence Leave - 12 days per year, previously 10 days.
- ✓ **Improved consultation rights:** BEX will now notify the TWU when major changes may impact members
- ✓ BEX will respond to issues raised by TWU delegates in a timely manner
- ✓ EA expiry date **4 December 2026**

## NEXT STEPS

- ▶ **APPROVAL:** The agreement has been filed for approval with the Fair Work Commission.
- ▶ **ENFORCING YOUR AGREEMENT:** Your EA is only as good when enforced. Once the EA is approved, the focus will be on enforcing your hard-won rights such as union induction, casual conversion and many more.



## JOIN THE TWU TODAY



This result was possible because of members joining the TWU and standing together as one to fight for a better deal.

If you're not a member, scan the QR code or [click here to join now.](#)

