

## CONGRATULATIONS YOUR UNION-WON PAY INCREASE IS ON ITS WAY



Last year, thanks to your collective strength, we locked in significant pay increases and improved conditions at Ceva.

### YOU SHOULD HAVE RECEIVED YOUR 2024 PAY RISE

Your member-led bargaining team fought hard to make sure that your wages wouldn't fall behind.

But they couldn't have done that without your **strong participation**, showing the company that you would not back down.

You should now have received your 5% pay rise.

#### UNION-WON PAY INCREASE



**This pay increase shows the power of standing together.**

You'll also receive pay rises next year and 2025 before we're back at the bargaining table in 2026, when all majors bargain again.

- First full pay period in April 2025 – 3% or CPI, whichever is greater, capped at 3.5%
- First full pay period in April 2026 – 3% or CPI, whichever is greater, capped at 3.5%

### IF YOU'RE NOT A MEMBER, JOIN TODAY.

We need everyone in the union to ensure this EA is enforced across all yards and secure the best outcome for members across the country.

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



TWU  
members'  
survey

Member  
claim  
endorsement

Member-  
led  
negotiations

Member report-  
back meetings

Win in-  
principle  
agreement

Agreement  
enforcement