

SECOND BARGAINING MEETING UPDATE



At the recent round of bargaining meetings, your TWU-member led committee delivered progress on key unions demands, including:

- ✓ 15 Days Domestic Violence Leave
- ✓ BlueCard Training Renewal.
- ✓ Commitment to Work with TWU to Lift Industry Standards
- ✓ Mental Health Training
- ✓ Anti-Discrimination Clause in EA

While we continue to push for more details & improvements, agreement was reached to improve superannuation, paid parental leave, womens' advocacy, new starters/career progression, cultural/religious leave & full-time conversion rights. Discussions will continue to finalise these outstanding claims.

These gains will improve lives of transport workers and have been won because FedEx workers remain union-strong around the country!

THE FIGHT IS FAR FROM OVER...

✗ YOUR VOICE AT WORK

FedEx is trying to weaken the power of union members to negotiate and protect their work rights/conditions by attacking union induction, delegate, dispute & consultation rights. We must ensure a strong collective voice for all workers at FedEx.

✗ JOB SECURITY

FedEx is undercutting the pay, conditions & job security of all FedEx workers by outsourcing work to low-paid DSC contractors earning below FedEx minimum rates. We must ensure FedEx limits outsourcing to protect your job security, while negotiating fair pay and conditions for these other workers.

✗ COMCARE PROTECTIONS

FedEx is undermining workers compensation for injured workers under its management of Comcare. We must ensure fair claims and dispute procedures to protect the rights of injured workers when they need it most.

✗ PAY TO KEEP UP WITH COST OF LIVING

FedEx's current pay offer fails to make up for its past failure to keep wages in-line with the soaring cost of living (*see table below*). We must ensure fair pay increases that close the gap and ease pressure!

2021 - 2023	Cost of living (CPI)	+15.9%
	FedEx Pay Increase	+9.25% (-6.65%)
2024 - 2025 (CURRENT OFFER)	Cost of living (CPI Forecast)	+6.5%
	FedEx Pay Increase	+8.25% (+1.75%)
TOTAL POSITION		-4.9%

WHAT'S NEXT?

- ▶ A full report-back will be provided by union delegates at the next joint TWU-FedEx report-back meeting.
- ▶ **Ensure we are ready to fight for a strong agreement by:**
 1. Attending your next yard meeting and bringing others along
 2. Signing-up those who haven't joined the union yet (we are stronger together)
 3. Preparing for further action

TOGETHER, WE ARE STRONGER.
JOIN NOW FOR A BETTER FUTURE.

www.twu.com.au/join



JOIN THE TWU

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