

# STARTRACK ATTACKS YOUR JOB SECURITY









Your TWU member-led Committee met with StarTrack management in Sydney on 17-18th October. After trying to silence us during report-backs, we had our **first win** — securing private report-back meetings without management's presence to consult with your Union.



## BACK TO THE FUTURE

In 2021, workers fought for job security. Fast-forward three years, StarTrack are at it again with attacks to your hard-fought job security conditions — including Same Job, Same Pay. **What good is a pay rise if you don't have a secure job or access to consistent overtime?**

The Table below shows just how backwards StarTrack is compared to the rest of the industry. Why is StarTrack hell-bent on attacking your hard-fought conditions? **It's time to remind StarTrack management that this is what you want to keep in line with industry standards.**

TWU CLAIMS	STARTRACK RESPONSE	INDUSTRY STANDARD*
<p>▶ <b>Job Security</b></p> <ul style="list-style-type: none"> <li>Site rates and Same Job, Same Pay for outside hire, site-based ratio, casual conversion, improved redundancy</li> </ul>	<p><b>UNDER ATTACK!</b></p> <p>StarTrack's offer attacks conditions that provide better job security and go backwards. Its position is inconsistent with the intent of the new Same Job, Same Pay laws.</p>	
<p>▶ <b>One national EA with 2026 expiry</b></p>	<p><b>UNDER ATTACK!</b></p> <p>StarTrack have not confirmed the 2021 commitment and are seeking the maximum agreeable period.</p>	 2026 expiry – to stay in the industry-wide fight
<p>▶ <b>Superannuation 15%</b></p>	<p>❓ Not mentioned in the StarTrack log of claims –  <i>therefore not likely to increase unless pressure is applied.</i></p>	
<p>▶ <b>Worker Representation Rights</b></p> <ul style="list-style-type: none"> <li>Delegates rights, induction to include Outside Hire and Labour Hire, campaign delegates leave</li> </ul>	<p>❓ No formal position provided.</p>	
<p>▶ <b>Access to Fair Dispute Resoution</b></p>	<p><b>UNDER ATTACK!</b></p> <p>StarTrack want to take away your ability to dispute changes outside of the agreement and the NES (e.g, issues like DashCams, disciplinary processes and policy changes). It wants to rip out the status quo safeguards.</p>	
<p>▶ <b>Community leave</b></p> <ul style="list-style-type: none"> <li>Parental leave, cultural and religious leave, Family and domestic violence leave</li> </ul>	<p><b>UNDER ATTACK!</b></p> <p>StarTrack not increasing provisions except where required by law. StarTrack also wants to keep these provisions in the policy, instead of the EA where it is legally protected. There would be no ability to dispute them if the disputes clause is cut.</p>	

## CONTINUE READING

TWU CLAIMS	STARTRACK RESPONSE	INDUSTRY STANDARD*
<p>► <b>Consultation</b></p> <ul style="list-style-type: none"> <li>To start when StarTrack is <b>considering</b> a major change.</li> </ul>	<p><b>REJECTED</b></p> <p>StarTrack only wants to consult after it has made a <b>definite</b> decision, which silences workers and robs you of any genuine input into decisions.</p> <p>When paired with a reduced disputes process, workers won't be able to influence decisions like the recent dashcam issue.</p>	
<p>► <b>Wages and allowances</b></p> <ul style="list-style-type: none"> <li>1 Sept 2024 – 5% (underpinned by CPI, whichever is greater)</li> <li>1 Sept 2025 – 3.5% (underpinned by CPI, whichever is greater)</li> </ul>	<p>► Fair and reasonable increase and no commitment to backpay to 1st Sept 2024, despite the 2021 commitment.</p>	 <p>Greater than 4% in the first year. CPI safeguards in the following years.</p> <p>Backpay not in question.</p>

\*Other major transport companies have agreed to these claims, or at least parts of it.

## WHAT SHOULD I BE CONCERNED ABOUT THE STARTRACK CLAIMS?

### ATTACKING JOB SECURITY

StarTrack wants to have a workforce it can use (Contractors, Outside Hire and Labour Hire) that are paid less than employees (at least a 6.1% difference in pay) which puts your jobs, hours and overtime at risk.

### REDUCING TERMS & CONDITIONS

'Simplifying the agreement so it's easier to read' is code for reducing terms and conditions, removing Award protections, and attacking Same Job, Same Pay.

Plus, StarTrack wants key conditions written in the policy, not in the EA, where it is legally protected.

### REDUCING CAPACITY TO ENFORCE YOUR EA:

StarTrack wants to cut conditions around the dispute procedure to the minimum without status quo provisions and reduce what you can dispute to only the EA terms and the NES.

This is like giving them a blank cheque and means StarTrack go back to **telling us** what to do, rather than **asking** for our input.

### NO SAFETY NET:

StarTrack doesn't want the EA to be underpinned by the Award.

### STARTRACK POTENTIALLY RENEGING ON 2021 COMMITMENTS:

Conditional to TWU agreeing to the 2021 deal was the commitment for the EA to expire in 2026 and the first pay increase to be back paid to 1 September 2024. StarTrack has foreshadowed that they are wanting to walk away from this commitment.

## WHAT'S NEXT?

- The next meeting is happening on 7-8th November in Sydney.
- In the meantime, if you're not yet a TWU member, **join today!** We need as many members as possible to achieve our claims **and** to stop StarTrack's attacks on your terms and conditions.

### NEXT MEETING



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

[www.twu.com.au/join](http://www.twu.com.au/join)



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