

GET READY TO VOTE YES IN THE PAB

After an overwhelming pledge card response, your delegates have endorsed moving to a **protected action ballot (PAB)**, which we've now filed in the Fair Work Commission. A PAB is a vote that authorises and protects TWU members should a strike become necessary in the future.

Dnata's offer fails to reflect the rising cost of living and pressures faced by workers. **The company refuses to come to the table with key claims that are important to you.**



DNATA OFFER	TWU PAY CLAIM
3% - 1 July 2024	6% - 1 July 2024
2% - 1 Jan 2025	
2% - 1 July 2025	6% - 1 July 2025
2% - 1 Jan 2026	
+ \$400 gross sign on bonus	

UNMET CLAIMS

<input checked="" type="checkbox"/> Increase superannuation to 1% above SGC and payable on all hours worked	<input checked="" type="checkbox"/> Award underpinning
<input checked="" type="checkbox"/> Secondary caregivers to receive 2 weeks of leave	<input checked="" type="checkbox"/> Pay increase
<input checked="" type="checkbox"/> Improved classification structure that fairly addresses skills and responsibilities	<input checked="" type="checkbox"/> Overtime meal allowance to be paid on each occasion at least one hour of OT is worked
<input checked="" type="checkbox"/> Company to find replacement for shift giveaways.	<input checked="" type="checkbox"/> Part-time to full time conversion to include all hours worked
<input checked="" type="checkbox"/> Opportunities for existing employees at Western Sydney Airport.	<input checked="" type="checkbox"/> Rostering improvements
<input checked="" type="checkbox"/> Disciplinary investigations to be stepped out	<input checked="" type="checkbox"/> Commitment to Safe and Secure Skies
<input checked="" type="checkbox"/> Increase in morning shift penalty to 20% and overtime rate for loaded rate employees.	<input checked="" type="checkbox"/> Handling of payroll errors
<input checked="" type="checkbox"/> Delegates leave to increase to 8 days	<input checked="" type="checkbox"/> Increase in part-time hours of engagement
	<input checked="" type="checkbox"/> Staff travel

WHAT HAPPENS NEXT

- Once the PAB is approved, **get ready to vote yes** to all questions to show Dnata it must come back with a better offer.
- We need everyone in the union to win the best outcome. If you're not a member, [scan the QR code or click here to join now.](#)



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

www.twu.com.au/join



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FAQ ON DNATA PROTECTED INDUSTRIAL ACTION

Q. What is a PAB (Protected Action Ballot)?

- A. A PAB is a vote that authorises and protects TWU members to take protected action if it becomes necessary in the future. This vote is run by the Australian Election Company.

Voting in support of the ballot does not mean you have to take action. It just means that all members will have the option to take action, and shows Dnata that we are serious about fighting for better conditions.

Q. Now that we've lodged the PAB, what happens next?

- A. In the coming days a number of crucial steps will occur. These steps include:
- Providing information to the TWU's electronic ballot agent so the ballot can be conducted online
 - The ballot agent will provide a timetable for the conduct of the ballot
 - They will also be in contact with you either by SMS, email or via post

Q. When will we vote?

- A. The electronic ballot agent will provide the TWU and Dnata with a timetable soon, which will include information about:
- When the electronic vote will open and close
 - How to vote online
 - Other important details

Please watch out for text messages and emails that will provide you with this information.

Q. What happens while we are waiting for the PAB?

- A. In light of ongoing discussions with Dnata, we are hopeful that a significantly improved offer will be made in the next bargaining meeting. By lodging a PAB application, we're making it clear that we are serious about a fair outcome being achieved in a reasonable time frame, and this is understood by management.

If management don't listen to the workforce and improve the offer, then members will meet to decide what action you may want to take from bans to stoppages

At this key moment in the negotiation process it is vital that we stay unified and disciplined. The bargaining process and the PAB/Protected Industrial action are avenues to voice our concerns, and as such, we need all members to continue to work as normal whilst we continue the bargaining process.

Q. How can I vote to take protected industrial action?

- A. To vote and participate in protected industrial you must be a TWU member. If you haven't already, **join today** and help us send a strong message to Dnata.

Don't forget to update your details with the TWU and Dnata, especially your mobile number and email address, by contacting your local TWU branch.



**TO LEGALLY TAKE PART IN A PAB AND ACTION,
YOU MUST BE A UNION MEMBER**



**JOIN
THE
TWU**