

# MASSIVE WIN

## IN-PRINCIPLE AGREEMENT REACHED

### - STRIKES CALLED OFF

After extended discussions over the last few days following your significant pressure on dnata, your TWU member-led bargaining team has reached an in-principle agreement with dnata, locking in union-strong improvements to pay and conditions.

Congratulations to all members.

This result was possible because of your unity and strength after preparing to take action for a fair deal, and improves significantly on the last proposal from the company.

**Wednesday's planned strikes will now no longer go ahead.**



## KEY WINS:

- ✓ **30 June 2026 expiry of the agreement** to keep us in the industry fight
- ✓ **Early morning shift penalty** increased to 17.5%
- ✓ **Pay increases** of 6% in 2024 (back-dated to 1 July) and 5% from Dec 2025
- ✓ Overtime penalty for **loaded rates employees** will be increased from 10% to 20%.
- ✓ **Payroll Errors** – where over a certain amount and not rectified, you'll receive a \$50 payment per day
- ✓ **Roster** – no more than 6 consecutive shifts rostered for work/life balance
- ✓ **Roster** – minimum 48hr rest period (as per previous flyer)/no split days off
- ✓ **Call ins** - minimum 4-hour payment when you're called in and shift cancelled
- ✓ Up to 4 weeks of annual leave can be **cashed out**
- ✓ **7 days' notice** for roster changes
- ✓ Paid 30-minute monthly **TWU meetings**
- ✓ TWU acknowledged as a trainer for **health and safety reps**
- ✓ Inclusion of fair principles for **disciplinary processes** in your EA
- ✓ Improved access to **higher duties**
- ✓ \$1000 gift vouchers to recognise **15 years of service**
- ✓ **Commitment from dnata to pursue industry reform with the TWU** - so we can work at bringing up the rest of the industry and protect your job security
- ✓ **Western Sydney International** - commitment to work with the TWU to protect conditions for any dnata work in the future

## WHAT'S NEXT?

The Agreement will be released for access to members

The Agreement will be put out to vote

Once approved, the EA will be registered in the Fair Work Commission before taking effect.

Begin enforcing agreement while we continue our plan to lift standards across the airport

**TOGETHER, WE ARE STRONGER.**

**JOIN NOW FOR A BETTER FUTURE.**

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



**JOIN THE TWU**

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