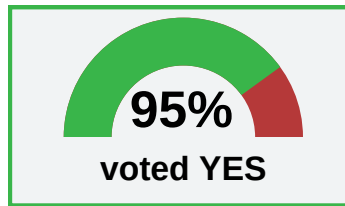
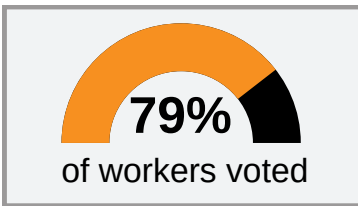


AGREEMENT ENDORSED

95% VOTED YES

dnata members have now overwhelmingly voted in favour of your new EA. **Your new agreement will deliver union-strong improvements to pay and conditions.**

Congratulations on standing together as one! This result was possible because of your unity and strength.



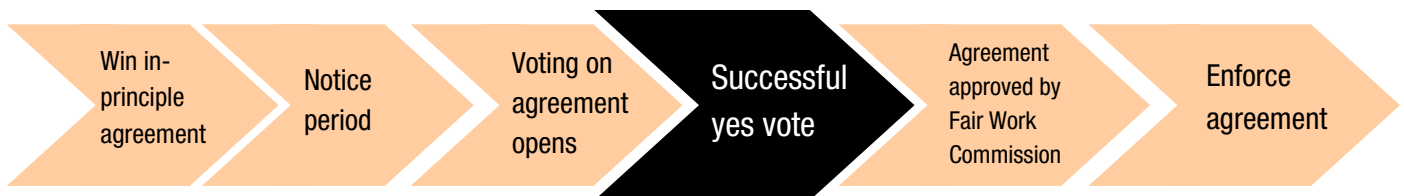
OUR KEY WINS:

- ✓ **30 Sep 2026 expiry of the agreement** to keep us in the industry fight
- ✓ **Base plus penalties employees pay increases** of 6% from 1 July 2024 and 6% from Aug 2025
- ✓ **Loaded rate employees pay increases** of 5% from 1 July 2024 and 5% from Aug 2025
- ✓ **Roster** – minimum 48hr rest period (as per previous flyer)/no split days off
- ✓ **Reduction of annual leave balance to 4 weeks for cash out**
- ✓ **Paid 30-minute monthly TWU meetings**
- ✓ **AM shift penalty & Afternoon shift penalty increased to 20%** (base plus penalties employees)
- ✓ **Overtime penalty for loaded rates employees** will be increased from 10% to **40%**.
- ✓ **Roster** – no more than 6 consecutive shifts rostered for work/life balance
- ✓ **Call ins** - minimum 4-hour payment when you're called in and shift cancelled
- ✓ TWU acknowledged as a trainer for **health and safety reps**
- ✓ Improved access to **higher duties**
- ✓ **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

NEXT STEPS

- ▶ **APPROVAL:** The agreement will soon be filed for approval with the Fair Work Commission.

We now must continue building power to enforce the dnata agreement and continue to deliver safer and fairer industry standards.



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

www.twu.com.au/join



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