

TWU-STARTRACK EA BARGAINING HAS CONCLUDED



The bargaining process to renegotiate your next Enterprise Agreement (EA) has concluded.

Despite the CEO Paul Graham backflipping on his promise of an 11 November 2026 expiry date, your member-led TWU bargaining committee won significant TWU claims and staved off a raft of **StarTrack** claims intended to gut your EA.

Below is a recap of where we started and where we got to in this bargaining round.

WHERE WE STARTED: STARTRACK CLAIMS YOUR COMMITTEE SUCCESSFULLY FOUGHT OFF

- Removal of the **Road Transport Award safety net**
- Removal of **income protection** from the WA and SA appendices
- Freight handlers to work **6-hours before a break**
- To maintain the 6.1% difference in pay with 2 x CPI increases **not being passed on** to outside hire and contractors impacting site rates.
- Removal of **status quo** and reducing the scope from the disputes process
- Introducing **delivery targets** for drivers
- Removal of the WA **state-based ratio**
- **Simplifying the EA** and putting terms and conditions into policy

CLAIMS STARTRACK WOULDN'T PUT A FORMAL POSITION IN THE EARLY STAGES OF BARGAINING (BECAUSE IT NEVER INTENDED TO FOLLOW THROUGH ON THE CEO'S 2021 COMMITMENTS):

- One **national agreement** with an expiry date for the maximum agreeable term
- **Backpay** to 1 September 2024

This agreement contains massive improvements to pay, terms and conditions which the Committee is proud of achieving.

Congratulations to the TWU national bargaining committee who worked hard to achieve the wins.

However, it will not be forgotten that the CEO Paul Graham reneged on his 2021 commitment to the 2026 EA expiry, this has been a massive breach of trust to StarTrack workers.

CONTINUE READING FOR WINS + NEXT STEPS:

TWU CLAIMS WON IN THIS ROUND OF BARGAINING

By standing together, we have collectively won these huge improvements to your working conditions:

- ✓ **One national agreement** including NSW/ACT
- ✓ **Pay increases:**
 - 4%: back paid to 1 Sept 2024
 - 4%: 1 Sept 2025
 - 3%: 1 Sept 2026
- ✓ **Mental health first aid training** for delegates and HSRs
- ✓ **Casual conversion to permanent** after 6 months
- ✓ **Higher duties** paid while on **annual leave**
- ✓ More transparent **Comcare process**
- ✓ **Family and domestic violence leave** increased from 10 days to 20 days per year
- ✓ **Consultation with TWU** on major change
- ✓ **Improved rights for TWU delegates** enshrined in the EA
- ✓ **Backpay** to 1 September 2024
- ✓ **1% Superannuation increase** due on 1 Sept 2026, up to 13% - the *first* increase since 2012!
- ✓ **Job security** through state-based ratio of 60:40 employees vs outside hire, increasing to 65:35 in year two of the EA
- ✓ Continued commitment to **BlueCard training** and renewal after 5 years
- ✓ **Cultural and religious leave** allowing the swapping of days
- ✓ **Sick leave certificates** for single day absences increased from 2 to 3 occasions per year
- ✓ Union inductions for **outside hire** after 12 months of engagement
- ✓ **Campaign delegates leave** of 100 days per year
- ✓ All **training** to be done on **paid time**

NEXT STEPS:

1

Report back meetings happening around the country

2

Complete drafting between parties

3

Voting process commences

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

www.twu.com.au/join



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