

IN-PRINCIPLE AGREEMENT REACHED!



Your TWU member-led bargaining team has reached an in-principle agreement with **Lindsay Transport**, locking in major improvements to pay and conditions. Congratulations to all members.

In the coming weeks, all employees will be provided access to the final document to allow you to make an informed decision on how to vote. The TWU will also provide details of the ballot which will be determined once the drafting of the new agreement is finalised and ready for distribution.

KEY WINS

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|-----------------------------------------------------------|------------------------------------------------|
| ✓ 4 year agreement which will expire mid 2029 | ✓ Enhanced casual conversion provisions |
| ✓ Dispute Settlement provisions have been streamlined | ✓ Updated Major Change Consultation provisions |
| ✓ Request for Flexible Working Arrangements now available | ✓ Delegates Rights provisions added |

LINEHAUL DRIVERS:

- ✓ **An increase to rates of pay** of 4% from commencement of the agreement.
Further increases on 1 July 2026, 2027 and 2028 will be the higher of 3% or the Award increase from the National Wage Case decision each year
- ✓ **Set Distribution classification removed**
- ✓ **Superannuation calculation** to be based on ATO method
- ✓ **Weekly retainer removed.** Ordinary hours will be 38 hrs per week
- ✓ **PUD rate increased** and now covers loading/unloading for previous set distribution work
- ✓ **New provisions** for paid waiting time
- ✓ **An additional week of annual leave per year** for LH drivers working weekends and public holidays

LOCAL DRIVERS & DEPOT EMPLOYEES:

- ✓ **An increase to rates of pay** of 3% from commencement of the agreement.
Further increases on 1 July 2026, 2027 and 2028 will be the higher of 3% or the Award increase from the National Wage Case decision each year
- ✓ **Higher duties allowance payable** after two hours work at higher grade
- ✓ **Leading Hand allowance expanded** to include "more than 20 employees" and all applicable rates have been increased
- ✓ **Chiller and freezer allowances** increased
- ✓ **Increase to afternoon shift penalty** to 17.5%
- ✓ **Increase to night shift penalty** to 30%
- ✓ **Overtime rate 1 will be 150%** from commencement of agreement
- ✓ **Overtime rate 2 increase** from 167% to 200% from 1 July 2027
- ✓ **Establishment of a Consultative Committee** for local drivers and depot employees
- ✓ **Ordinary rostered hours worked on Sunday** will be paid at 200% for all hours

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

www.twu.com.au/join



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