

# TWU-STARTRACK EA ACCESS PERIOD NOW OPEN



After bargaining on your TWU-StarTrack concluded, the access period will open today for your EA ahead of voting commencing on Friday 23 May.

**ACCESS PERIOD:** Thurs 15 May -  
Thurs 22 May

**VOTING PERIOD:** Fri 23 May -  
Wed 28 May

## 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

## THE ONLY CLAIM STARTRACK WOULDN'T COME TO THE TABLE ON:

- Expiry 2026 – The EA will now expire in 2027 after the CEO backflipped on his 2021 commitment.

**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**

StarTrack will email a copy of the final draft EA to employees covered by the Agreement.

**2**

Access period opens  
Thurs 15 May - Thurs  
22 May

**3**

Voting period will be  
Friday 23<sup>rd</sup> May –  
Wednesday, 28<sup>th</sup> May

*Voting will be conducted by CorpVote and employees can vote via SMS or by phone.*

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

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



**JOIN  
THE  
TWU**

**TWU VIC/TAS** P: 1300 727 614 E: [info@twu.asn.au](mailto:info@twu.asn.au) W: [www.twu.asn.au](http://www.twu.asn.au)

Authorised by Michael Kaine, National Secretary, Transport Workers' Union. Level 9, 447 Kent St, Sydney 2000 p(02) 8114 6500 [twu@twu.com.au](mailto:twu@twu.com.au)

