

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 23rd May –
Wednesday, 28th 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



**JOIN
THE
TWU**

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