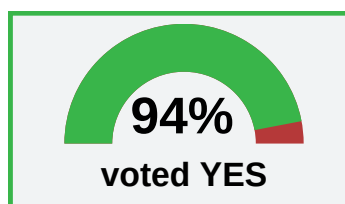
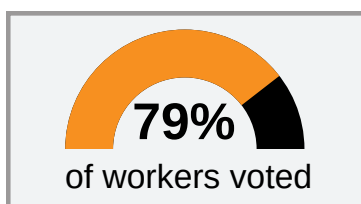


AGREEMENT ENDORSED

94% VOTED YES

Menzies members have now overwhelmingly voted in favour of your new National 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.



SUMMARY OF KEY WINS

- ✓ **Pay increase:**
 - 1 Jan 24: 5% (with 3% increase already paid)
 - 1 Jan 25: 4% (to be back paid)
 - 1 July 25: 3% (to be back paid)
 - 1 Jan 26: 5%
 - 1 Jul 26: Up to 7.5% (additional increases to match Syd/Melb rates for level 1-4 and for level 5-8 no more than \$2 behind Syd/Melb year 3 rates)
- ✓ **Backpay** on all earnings
- ✓ **Expiry 31 Dec 2026** to stay in the industry fight
- ✓ **Safe & Secure Skies** - Commitment from Menzies to pursue **industry reform** with the TWU to lift the industry and protect your job security
- ✓ **Job Security** – Improvements such as increases in part time hours, full-time shift lengths, and full-time conversion.
- ✓ **Consultation** – Establishment of local and national Workplace Consultative Committees to keep company to account
- ✓ **Rostering** – Roster to be released every 2 weeks
- ✓ **Personal leave** pathway to 15 days based on years of service
- ✓ **NIL10:** Where a 10hr break between shifts is not had, the second shift will be paid at 200%.

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 Menzies agreement and continue to deliver safer and fairer industry standards.

If you're not a member, join the TWU today.



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

www.twu.com.au/join



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