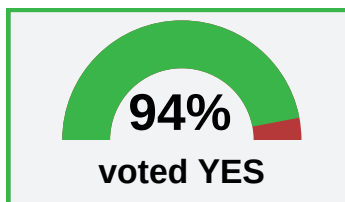
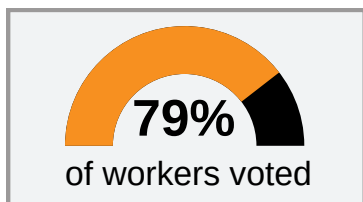


## AGREEMENT ENDORSED

# 94% VOTED YES

Menzies members have now voted overwhelmingly 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: 5% (to be back paid)
  - 1 July 25: 3% (to be back paid)
  - 1 Jan 26: 4%
  - 1 Jul 26: Up to 16.51% (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
- ✓ **Natural disaster leave** of up to 3 days for Cairns & Darwin
- ✓ **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](http://www.twu.com.au/join)



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