TWU Carrying Australia

MARTIN BROWER UPDATE
AUGUST 2025

IN-PRINCIPLE AGREEMENT REACHED

Your TWU member-led bargaining committee met with Martin Brower management for the fourth bargaining meeting on 6-7 August and has secured in-principle agreement on all matters.

The outstanding claims have been agreed in the following terms:

WAGE INCREASE

- **1 July 2025** – 3.85% (performance-based bonus remains in place)
- **1 January 2026** – 1.41% (as payout for ceasing the performance-based bonus)
- **1 July 2026** – 3.65%
- **1 July 2027** – 3.5%
- **1 July 2028** – 3.5%

SUPERANNUATION

- **1 July 2025** – remains at current level of 13.25%
- **1 July 2026** – will increase by 0.25%
- **1 July 2027** – will increase by 0.25%
- **1 July 2028** – will increase by 0.25%

The above increases will be in addition to any legislated increases to the SGC during the operation of this EA.

OVERTIME

- From the operative date of this EA overtime will be payable at 150% for the first two hours and 200% thereafter.

PAYMENT FOR WORK ON WEEKENDS:

- Ordinary hours on Saturday are payable at 150% of the applicable base rate of pay.
- All hours worked on a Sunday are payable at 200% of the applicable base rate of pay.

WHAT'S NEXT?

- **The company and the TWU will review the new draft enterprise agreement** to ensure all agreed terms are correctly reflected in the document and all other drafting updates have been completed.
- Once all parties accept the final document reflects the agreement reached, MB will prepare for an approval ballot of employees.
- Employees will be given access to the new agreement for 7 days before voting opens. The TWU and Management will visit all sites to explain the new EA and to answer any questions you may have before you cast your vote.

JOIN THE TWU TODAY

@TWUAUS

The more members that join the TWU, the better the bargaining outcomes.

The TWU will also ensure compliance with the terms of your new agreement from commencement until it is replaced. So don't leave it to everyone else to do the heavy lifting – scan the QR code or **click here** to join the TWU.

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