

# EA ACCESS NOW OPEN



Your TWU bargaining committee has reached an in-principle agreement with the company on your terms and conditions of employment for the next four years.

All employees now have **access to a copy of the new agreement to review** before voting opens on 22-23 September. The ballot will be conducted electronically by GoVote, an external provider.

Below are the outcomes achieved by your bargaining committee which are recommended for your endorsement at the upcoming ballot.

## KEY WINS ACHIEVED

- ✓ **Term of agreement:**
  - Four years with a nominal expiry date of 30 June 2029
- ✓ **Maintenance of grandfathered grade 6**
- ✓ **Improved Delegates' Rights Provisions**
- ✓ **Increased redundancy provisions:**
  - 16 weeks at 9 years and one week per year of service thereafter capped at 30 weeks
- ✓ **Stand downs can only occur in accordance with the Fair Work Act.**
- ✓ **Flexible working arrangements**
  - through the NES, providing flexibility for reasons that include caring responsibilities or transitioning to retirement
- ✓ **Mental health awareness training**
- ✓ **Removal of junior rates**
- ✓ **Annual leave loading**
  - 17.5% or the shift penalties that apply to the employee's usual roster

## RATES OF PAY

- **1 August 2025:** 6% *Increases in years 2, 3 and 4 will be either 3% or the National Wage Increase percentage awarded by the Fair Work Commission.*
- **1 August 2026:** 3%
- **1 August 2027:** 3%
- **1 August 2028:** 3%

## ALLOWANCES

Applicable allowances will be linked to the Award and will be increased annually (This excludes the Leading Hand Allowance.)

## ON-CALL AND CALL OUT

The below rates will apply for the life of this Agreement:

- **Monday to Friday:** \$60
- **Weekends/Public Holidays:** \$80
- **First call-out:** \$110
- **Second call-out:** \$160

## WHAT'S NEXT?

- ▶ Make sure to access and review the EA before the ballot opens on 22-23 September.
- ▶ The TWU will be visiting to take you through the terms of the agreement and the ballot process and to answer any questions you may have.

**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 QLD** Richard Olsen **P:** 1800 804 533 **E:** [info@twuqld.asn.au](mailto:info@twuqld.asn.au) **W:** [www.twuqld.asn.au](http://www.twuqld.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)

