

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



**JOIN
THE
TWU**

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