

# VOTE NO TO FONTERRA'S DODGY DRAFT OFFER

Throughout negotiations Fonterra have agreed that their re-draft of the EA would not reduce any entitlements for workers. At the last bargaining meeting they also agreed that they would work with the TWU to reach an agreement on the draft before putting it out to vote. Despite this, Fonterra have put a draft out to vote that the **TWU HAVE NOT AGREED TO.**

Throughout bargaining the TWU have forced Fonterra to reverse over 20 changes to the agreement. However the draft still includes changes which reduce workers entitlements, including those below:

## VOTE NO TO REJECT:

✗ Reduced rights to a Union noticeboard

✗ Added obligations to employees when taking compassionate leave

✗ Grandfathering personal leave payouts at Darnum

✗ Casuals and seasonals now specifically excluded from redundancy entitlements

✗ Changes to shift rosters in Appendix A - Despite agreeing in bargaining to keep rosters as they are, Fonterra's draft makes substantial changes to these rosters which could put your pay and entitlements at risk.

### IMPORTANT WINS SO FAR INCLUDE:

✓ 10.5% pay increases

✓ Stronger Union rights, improved consultation and disputes resolution  
 Increased parental leave entitlements

✓ \$30 payment for weekend night shifts

### VOTING INFO:



**Voting opens**  
 12PM Wednesday 12 November  
**Voting closes**  
 12PM Thursday 13 November

- ▶ Speak to your TWU delegate if you have questions about how to vote.
- ▶ All members must vote to make sure your voice is heard.



# VOTE NO

## TO FORCE FONTERRA BACK TO THE NEGOTIATING TABLE WITH A BETTER DEAL

**JOIN THE FIGHT FOR GOOD UNION JOBS AT FONTERRA**  
**SCAN TO JOIN THE TWU!**



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