

ACFS ATTACKING YOUR CONDITIONS



ACFS has now submitted its Log of Claims and your member-led committee has just completed its review. What is clear is that ACFS is pushing for a complete rewrite of your agreement, which presents threats to workers' job security, protections and conditions.

ACFS' CLAIMS

RISK TO WORKERS

Local agreement protections

Override existing site agreements (with additional rights & conditions) and remove safe rates for new employees following acquisition of new businesses

✗ Reduces current entitlements, weakens job security and creates a two-tiered rates and conditions structure

Agreement term

Lock in a 4-year Agreement to 2030

✗ Workers would be stuck in a longer deal with less ability to improve wages & conditions in line with the broader industry and keep up with changing CPI

Hours, rosters & overtime

Rewrite core clauses on hours, rostering, overtime and breaks (without full detail)

✗ Risk of longer hours, less overtime pay & worse fatigue outcomes

Averaging of hours

Introduce averaging of hours over multiple weeks instead of weekly

✗ Allows long work weeks above 38 hours with no overtime

Casual & part-time rules

Extend casual conversion timeframe and remove key award protections for casuals & part-timers

✗ Reduces job security & slashes overtime loadings and other worker protections

Stand down & abandonment clauses

Introduce new powers to stand down workers and deem employment abandoned

✗ Creates new pathways to loss of income or employment that doesn't currently exist

Disciplinary & policy powers

Expand company ability to manage conduct and rely on policies

✗ Increases scrutiny of workers in disciplinary matters with a lack of due process, including access to evidence. Policy rules can also change without consultation

Technology & operational flexibility

Increase flexibility tied to new technology, systems and operations

✗ Risk of unilateral changes to work without proper consultation or safeguards

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WHAT ACFS IS TRYING TO DO

- ✗ Restructure core conditions
- ✗ Lock workers into a longer agreement that undermines industry standards
- ✗ Weaken protections and job security
- ✗ Increase flexibility at your expense

WHAT WE'RE FIGHTING FOR

- ▶ Job security to protect permanent, secure jobs
- ▶ Fair pay increases to keep up with the cost of living
- ▶ 15% Superannuation for dignity in retirement
- ▶ A 2029 expiry aligned with the rest of the industry
- ▶ Strong protections on new technology and the future of work
- ▶ A range of other rights and protections
- ▶ **No steps backwards - protect all existing rights and entitlements**



NEXT STEPS

Delegates will provide updates and receive feedback from members in the coming weeks.

The only way to force ACFS to move is to stand together for job security. **Join the TWU and get your yard unionised.**

JOIN THE TWU TODAY

f i t @TWUAUS

We need everyone in the union to win the best outcome.

If you're not a member, scan the QR code or **click here to join now.**

