

BARGAINING UPDATE #2: ACT NOW TO PROTECT JOB SECURITY



At the second round of negotiations Ceva responded to your Log Of Claims. While many claims are still under consideration, it has become clear that **Job Security is at stake in this negotiation.**

Ceva have rejected important claims including:

✗ Job security protections

- Outside hire ratios in warehouse and transport
- Casual conversion at 3 months (company and agency)
- Removal of probation period for agency casuals after conversion

✗ 15% superannuation

✗ Leave & Conditions

- Parental leave
- Cultural and religious leave
- Community services leave
- Campaign delegates leave
- Women's advocate program
- Stronger consultation clause
- Average hours paid for training
- Blue Card Safety Training for all workers

These claims are vital to protect job security and improve your conditions at work.

To protect good jobs, workers must join the fight. Together we can force Ceva to stop the race to the bottom and lift standards across the industry.

✔ Expiry Date Locked In

The only major item agreed to was the expiry date, ensuring that Ceva remains aligned to the rest of the industry in 2029.

Many other claims were discussed and are being considered. We will receive the company's position on the rest of your claims before the next meeting.

In the meantime, we must keep up the pressure on Ceva to do better.

TWU MEMBERS ARE LEADING THE WAY

TWU members are lifting standards across Australia by:

- ✔ Winning landmark transport reform
- ✔ Taking on Amazon and AusPost to stop dangerous undercutting of standards through DSC-like models.
- ✔ Secured fuel cost orders so big clients pay fair prices.
- ✔ Aligning 220 Agreements to this year to lift industry standards.

WHAT'S NEXT

- ▶ **Attend report back meetings** to stay informed and have your voice heard.
- ▶ **Join the fight** to improve job security and conditions by becoming a TWU member today.
- ▶ **Already a member?** Get your yard unionised to keep the pressure on.

TOGETHER, WE ARE STRONGER.
JOIN NOW FOR A BETTER FUTURE.

www.twu.com.au/join



**JOIN
THE
TWU**

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