

TWU alongside the AFAP and the independent bargaining representatives have reached an agreement in principle with Leidos, as such we are recommending a 'vote yes' when the proposed agreement goes out to vote.

This was a long negotiation but has delivered pay increases that keep pace with increase cost of living plus additional increases, with no major concessions to existing conditions.

Salary increases

- **1 Jul 2026** - Additional 1.4% base salary increase (on top of the 4.6% CPI already paid)
- **1 Jul 2027** - 3% or CPI (March quarter 2027), whichever is greater
Additional 2.4% base salary increase effective 1 July 2027
- **1 Jul 2028** - 3% or CPI (March quarter 2028), whichever is greater
- **1 Jul 2029** - 3% or CPI (March quarter 2029), whichever is greater
- **1 Jul 2030** - 3% or CPI (March quarter 2030), whichever is greater
- Ongoing CPI rate following NED, annually on 1 July 2031 and each year after on 1 July

Service increments

New Fixed 2% tenure increase at Years 3,5,7,9 effective from the day after the employee's CTL date, effective from 1 January 2027 (noting step through classification and years on promotion).

Vote

The access period is planned to commence on Monday 27 July 2026, with the voting open from 4-11 August.