

NEGOTIATIONS UPDATE: TIME TO TAKE ACTION FOR A FAIR WAGE



Your TWU member-led negotiations committee met with DHL Yatala for the latest round of negotiations. Despite some important gains, the wage offer still falls well short of what members deserve and does not recover the ground workers have lost since 2022.

DHL's wage offer still leaves workers below cost of living increases since 2022 by almost 5%, IT'S A REAL WAGE CUT!

✗ DHL WAGE OFFER

TOTAL Over 3 years	Year 1:	3.75%
9.25% pay increase	Year 2:	3.25% or CPI* *up to 4.2%
	Year 3:	2.5% or CPI* *up to 4.2%

YOUR PAY CLAIM

TOTAL Over 3 years	Year 1:	11.5% (Close the gap)
18.5% pay increase	Year 2:	3% or CPI
	Year 3:	2.5% or CPI

DHL'S RESPONSE TO YOUR CLAIMS

- ✗ Backpay to July 1st
- ✗ A wage outcome that closes the gap
- ✓ A pathway to 15% Superannuation
- ✓ Framework for one National Agreement next negotiations
- ✓ Consultation and Dispute Resolution—including all matters & status quo provisions
- ✓ Increase in Redundancy: All workers moving across to the DHL entitlement
- ✓ Clause to address consultation on **Future of Work**, including AI & Automation implementation
- ✓ 1% Super increase in the final year
- ✓ Forklift drivers lifted to Yatala 1 rates (\$31.48 per hour)
- ✓ Existing DSOs retain KPI bonus eligibility with clearer performance measures
- ✓ Meal allowance payable after 2 hours overtime

WHAT'S NEXT

Workers have already moved the company through collective action at the negotiating table. Now it's time to show we're prepared to go further in order to win a pay check that closes the gap and brings your conditions in line with industry standards.

- ▶ **Talk to your delegates and organisers** about the company's substandard offer.
- ▶ **Join the fight** to improve job security and conditions by becoming a TWU member today.
- ▶ **Already a member?** Encourage anyone who isn't to join the fight.
- ▶ **Be prepared** to vote 'Yes' for protected industrial action, if the company refuses to deliver fair wages.

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

www.twu.com.au/join



**JOIN
THE
TWU**

TWU QLD Richard Olsen **P:** 1800 804 533 **E:** info@twuqld.asn.au **W:** www.twuqld.asn.au

Authorised by Michael Kaine, National Secretary, Transport Workers' Union. Level 9, 447 Kent St, Sydney 2000 p(02) 8114 6500 twu@twu.com.au

