

NEGOTIATIONS UPDATE #3

PROGRESS MADE BUT CEVA MUST DO BETTER



Your TWU member-led bargaining team met with Ceva for the third round of bargaining. Some claims have advanced, but **core claims remain NOT AGREED**.

YOUR KEY CLAIMS

- ✓ 2029 expiry
- ✓ Line Haul drivers to be covered by agreement
- ✓ Agency Casuals are included in the ratio, TWU has power to oversee worker numbers
- ✓ 20 days paid Family & Domestic Violence Leave
- ✗ Ceva's refusing to join industry fight, no campaign delegates leave to organise undercutters
- ✗ Casual Conversion improvements

✗ CEVA'S WAGE OFFER DOESN'T MEET YOUR CLAIM:

2027: 4% 2028: 3.5% 2029: 3.5%

- **Does not include uncapped CPI protection*
- **Wage increases will be delayed until 2027**, leaving Ceva workers behind other major transport companies
- **No Productivity Training allowance**, meaning you're \$1300 per year worse off
- ✗ Consultation and Dispute Resolution

We know there is a crisis in transport.

- Ceva say that they can stand alone. But we know that workers will only **lift conditions** and **protect jobs and safety** by *fighting together*.
- Ceva must **make a wage offer** that closes the gap with other major transport companies, and they must **join the industry fight**.

Ceva are losing contracts to companies that undercut them and threaten your job security.
 The TWU has a plan to tackle this but Ceva refuse to get on board.

NEXT STEPS

- ▶ **Attend yard meetings and have your say:** Your organisers and delegates will be out on-site to discuss your log of claims with you.
- ▶ **Sign a pledge card** to update your details with the TWU and send a strong message to Ceva that they need to be better.



TWU MEMBER SURVEY NOW OPEN

Tell us what matters to you, the challenges you face at work, and the changes you want to see in your industry.

All completed surveys will be automatically entered in a draw for a \$500 Voucher*.

twuaustralia.com/2026-survey



JOIN THE TWU TODAY

When we unite, we win. **When we fight, we win.**

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

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