TWU Carrying Australia

**DHL UPDATE**
**JULY 2026**

# NEGOTIATIONS UPDATE #3: DHL STILL DENYING FAIR WAGE INCREASE

Your TWU member-led negotiations committee met with DHL for the third round of negotiations, where DHL continued to **deny workers a fair wage increase.**

**DHL's wage offer still leaves workers below cost of living increases since 2022 by almost 5%, which will essentially send you backwards.**

## DHL WAGE OFFER

| TOTAL Over 3 years | | |
|---|---|---|
| 9.25% pay increase | **Year 1:** | 3.75% |
| | **Year 2:** | 3% or CPI* *up to 4.2%* |
| | **Year 3:** | 2.5% or CPI *up to 4.2%* |
| +1% super | **Superannuation** +1% increase in the final year *(still below your claim of 15%)* | |

## YOUR PAY CLAIM

| TOTAL Over 3 years | | |
|---|---|---|
| 18.5% pay increase | **Year 1:** | 11.5% *(Close the gap)* |
| | **Year 2:** | 3.5% or CPI |
| | **Year 3:** | 3.5% or CPI |
| +3% super | **Superannuation** +3% to bring to 15% Super for dignity in retirement | |

## DHL'S RESPONSE TO YOUR CLAIMS

- **Family & Domestic Violence leave** or Parental Leave provisions
- **Labour hire or contractor ratios** to permanent employees
- **Expiry Date:** 30 June 2029
- **Framework for one National Agreement** next negotiations
- **Union building:** Delegates training leave, inductions and quarterly yard meetings
- **Consultation and Dispute Resolution**– including all matters & status quo provisions
- Clause to address consultation on **Future of Work,** including AI & Automation implementation
- **Increase in Redundancy:** All workers moving across to the DHL entitlement

## WHAT'S NEXT

- **Attend report back meetings** to discuss the substandard offer ahead of the next meeting on 21 July.
- **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.

## 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 to win a $500 Voucher*.

twuaus.com/2026-Survey

**TOGETHER, WE ARE STRONGER.**
**JOIN NOW FOR A BETTER FUTURE.** www.twu.com.au/join

JOIN THE TWU

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