

Coles Attacking Your Overtime

Coles wants more “flexibility”. For workers, this could mean less overtime, less certainty and weaker job security.

The TWU met with Coles earlier this month and again just a few days ago. Despite the quick turnaround, Coles is still pushing its claim for greater rostering flexibility, while refusing to give any certainty to pay.

What is Coles’ claim?

Coles wants to:

- Increase span of ordinary hours, reducing when overtime applies
- Extend daily hours to **9.5 hours**, delaying access to overtime
- Allow part-time employees to work up to 38 ordinary hours per week, removing hours that would otherwise allow for overtime

What does this mean?

This rostering proposal blurs the distinction between casuals and part-time employees in an effort to reduce costs. It would expand the hours that can be treated as ordinary time, and risks cutting access to the overtime members would receive under the Road Transport and Distribution Award.

Management also still have not given a clear answer on pay, and are rejecting core claims from our members including:

- Increases to Superannuation
- Full utilisation of permanent and direct hire employees
- Status quo

Time to put the pressure on

We are not going to let Coles increase its “flexibility” by taking money and security away from workers.

The next negotiating meeting is happening in September. Until then:

- ▶ **Be ready to sign pledges to take action when the time comes.**
- ▶ **Attend yard meetings and have your say:** Your organisers and delegates will be out on-site to discuss your log of claims with you.
- ▶ **Join the TWU.** The more members we have, the more pressure there is on the company to make change. That starts with you and your mates becoming a member today.

2026 *our roads, our skies, our future*

This year, over 220 TWU Enterprise Agreements expire at the same time.

That’s over 60,000 transport workers standing together to lift standards, end the race to the bottom and stop client attacks on job security. This is our moment to win industry-wide change.



**NEXT
NEGOTIATING
MEETING**

JOIN THE TWU TODAY

   @TWUAUS

The stronger we stand together, the better our chances to put a stop to Coles’ attack on your conditions.

If you're not a member, scan the QR code or [click here to join now.](#)

