

NEGOTIATIONS UPDATE: BUILDING TOWARDS AN INDUSTRY-WIDE AGREEMENT



dnata and Menzies have committed to pursuing a Multi-Employer Agreement (MEA), an agreement that can set a level playing field of standards across the industry, and help stop companies like Swissport and Star Aviation from undercutting good employers.

But before we can get there, we need to lock in a strong dnata agreement that protects your current standards and delivers improvements. Here is what they have put on the table:

WHAT'S IN DNATA'S OFFER?

- ▶ **Fill vacancies within 3 months**, with internal workers considered first
- ▶ **Aim for at least 7 days notice for shift changes**, unless there are operational requirements
- ▶ **Improve process for fixing payroll errors**, including a **penalty payment**
- ▶ **Move workers to a higher classification**, when they perform higher duties for 3 months, except in defined circumstances
- ▶ **Automatically approve annual leave** if the company doesn't respond within 14 days
- ▶ **Pay workers who attend a work-related meeting outside their rostered hours**

DNATA'S WAGE OFFER

TOTAL Over 3 years  9% base rate increase* *annual increase equates to 3.2% per year over life of agreement when first pay increase brought forward by one month	Year 1:	3%	(1 month ahead of current agreement expiry)
	Year 2:	3%	(+0.25% if CPI is above 3.2%)
	Year 3:	3%	(+0.25% if CPI is above 3.2%)

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 STEPS

This is an important step towards securing your next agreement, and towards building the industry-wide standards we need to stop the race to the bottom.

- ▶ **Your delegates will be talking through the offer with you over the coming days. Attend your workplace meetings and have your say.**
- ▶ **Talk to anyone who is not a member, the more of us there are the easier it will be to push for the pay and conditions you deserve.**

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

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THE
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