TWU Carrying Australia

QUBE UPDATE
AUGUST 2026

CARRINGTON JOBS UNDER THREAT - VOTE NO!

Qube is rushing a second offer that will **destroy your job security.**

NO more overtime, NO more weekend hours, and soon after NO jobs.

QUBE IS HACKING AT YOUR CURRENT AGREEMENT BY:

- **Deleting a range of job security protections** (e.g. removing limits on labour/outside hire to allow them to take weekend work and OT).
- **Slashing countless rights and protections** that workers have built up over decades (see page 2 for a summary and what it means for you).
- **Attacking your voice at work** (tearing through delegates rights and your ability to be represented so you can't fight back).
- **Creating a two-tier workforce** that will price you out of a job (less Super and other rights for new employees)

Don't be fooled. *These changes will mean your extra hours and eventually your jobs will be undercut by cheaper new employees and outside hire.*

STAND TOGETHER AND VOTE NO TO QUBE'S ATTACKS.

Now is your chance to stand with 600 other Qube workers in Moorebank, Port of Brisbane, West Melbourne and MCS - to **demand fair conditions under one East Coast agreement.**

We are now filing a **Protected Action Ballot (PAB)** application to the FWC which will give everyone the right to take action and maximise pressure against Qube.

NEXT STEPS:

1. **Vote NO** to Qube's rushed deal this Thursday.
2. **When the PAB Starts -** VOTE YES to all questions to support action and stand for an East Coast Agreement.

GO TO PAGE 2 FOR SUMMARY OF QUBE'S ATTACKS

CURRENT UNION-WON RIGHTS	QUBE'S ATTACKS	WHY THIS SHOULD WORRY YOU
15% Superannuation to ensure dignity in retirement	Anyone who starts after 01/07/2026 gets 12%, the legal minimum.	Every hour Qube moves off you and onto a new starter saves the company money. This is not about being kind to new workers. It's about attacking your job.
Redundancy pay: 3 weeks' pay for every year of service. Up to 52 weeks. More after 20 and 25 years	Anyone who starts after 01/07/2026 is capped at 16 weeks (under 45) or 20 weeks (45 and over).	A worker with 10 years would get 16 weeks instead of 30 weeks pay.
Paid parental leave: 14 weeks paid for the primary carer. 2 weeks paid for the secondary carer.	Policy gives nothing to secondary carers (most workers) + a company policy Qube can change at any time.	No extra for secondary carers (which most men tend to be). Also policy can change at any time – there's no guarantee anything is being added here.
Limit on labour hire Outside Hire capped at no more than 40% of hours worked. Qube must consult before changing the mix.	The whole clause is deleted. There is no limit at all.	There's nothing left stopping Qube filling this yard with labour hire. Every hour given to labour hire is an hour taken off a permanent worker. First your overtime. Then your shifts. Then your job. This is the clause that protects your hours and it's gone.
Labour hire pay Agency and casual workers placed must be paid no less than direct employees. Qube must not use agencies to get around the agreement.	Both commitments deleted.	Cheaper workers doing your job beside you. Once cheaper labour is allowed in the yard, your rate is the expensive one. That is the argument they will use against you at the next agreement.
Overtime and weekends Labour hire cannot be used to cut overtime for permanents. Permanents get Saturday and Sunday overtime first.	"Outside Hire" removed from both rules.	This one hits your pay packet immediately. Qube can hand weekend and overtime work to labour hire before offering it to you.
Union meetings in the yard 6 paid yard meetings a year, 30 minutes each.	Deleted.	This is about silencing you. Meetings are how workers find out what is happening, agree on a position and act together.
Union talking to new starters 45mins (paid) with every new worker, in a room provided, in groups of 15.	Deleted. Qube says right of entry is enough.	New workers may never hear from the union at all. A yard where half the workers do not know what a delegate is has no power.
Your delegates' time Attacking delegates leave and time off.	10 paid days for training only.	Weakens the ability of your delegate to be trained and supported – prevents delegates from being able to represent you and enforce your agreement.
Safety training Blue Card WHS training for everyone, paid, with refreshers. Safety reps trained within 3 months of election, company pays. Drivers and allocators must be competent in fatigue management.	All deleted.	Safety training becomes optional. Fatigue is what kills people in this industry, and the clause requiring the people who plan your work to understand it is gone.
Protecting your safety rep Qube "will not in any way hinder or seek to pressure or influence" a health and safety rep doing their job.	Deleted.	Your safety rep loses a protection they could enforce through this agreement. Another worker voice with nothing behind it.

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CURRENT UNION-WON RIGHTS	QUBE'S ATTACKS	WHY THIS SHOULD WORRY YOU
Mental health Qube must build a network of trained mental health first aiders within 12 months, run the TWU Steering Healthy Minds program, train up to 50 worker & keep disclosure confidential.	"Qube may make available Mental Health First Aid Training", judged against business needs.	"Must" becomes "may". A promise becomes a maybe. The confidentiality promise is gone — nothing now says what you tell them stays private.
Drug and alcohol testing Qube must consult the union and workers before changing the drug and alcohol policy.	Deleted. The policy applies "as amended from time to time" and includes random and triggered testing.	Qube can change the testing rules whenever it likes and tell you afterwards. Decisions about your job made in a room you're not in.
Legal costs if you are in a serious crash Qube pays your legal costs if someone sues you over a work incident that kills or seriously injures a person.	Deleted. Qube says workers compensation covers it.	Workers compensation covers your injury. It does not pay your lawyer when someone sues you. Drivers would be on their own.
Probation 3 months. No probation if you already worked here as a casual, through labour hire, or as an owner driver for 3 months.	6 months. Only Qube casuals are exempt.	Twice as long where a worker can be let go easily. A workforce that can be got rid of easily is a workforce that will not speak up. That weakens every worker in the yard, including you.
Fixed term contracts Only for real project work, to cover leave, or with union agreement. 3 months to 2 years, renewed once.	Deleted.	Fewer limits on rolling contract work instead of permanent jobs. Permanent jobs do not disappear all at once. They are replaced one at a time as people leave.
Pandemic Up to 5 extra days paid leave if you're told to stay home & Qube must consult if another pandemic is declared.	Deleted. Qube says right of entry is enough.	If it happens again, you have nothing - and no right to be consulted about what happens to you.
Contractors in the chain Contractors carrying freight must pay NSW site rates, sign a cartage agreement, and keep records the union can inspect. Qube must investigate breaches.	Whole section deleted.	No check on undercutting outside the gate. Cheap contractors set the price the client will pay, and your agreement becomes the thing that looks too expensive.That is how work gets moved away from sites like this one.
Bargaining next time Paid meetings to build and endorse the claim and to report back. Delegates released and paid. Costs covered.	Deleted.	Next time you bargain, it is on your own time and your own money. They have already worked out how to make the next fight harder than this one.
How long you are locked in Agreement runs to 30/06/2026.	Runs to 31/10/2029.	This breaks you out of industry alignment (June 2029) which will mean you continue to fall behind.
What the agreement is for The objects talk about job security, safety, effective workplace representation, and stopping the exploitation of vulnerable workers including visa holders.	Replaced with efficiency, productivity and service to customers.	The words at the front tell you what the rest is for. Job security has been taken out. Productivity has been put in.

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

JOIN THE TWU

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