

# IN-PRINCIPLE AGREEMENT REACHED!



A massive congratulations to all members for standing together as one and locking in an in-principle agreement with Team Global Express.

This was a hard-fought win: TGE members put pressure on the company, fought off attacks, lodged a Protected Action Ballot alongside others in the industry to get this outcome.

## HUGE JOB SECURITY WINS

After members demanded TGE provide real job security protections and lodged a protected action ballot in support, TGE have finally come to the table and put forward an agreement that meets all key claims:

- ✓ **Improved full utilisation provisions** meaning more overtime for full time employees
- ✓ **Enhanced site by site ratio provisions** moving to at least 75% at most sites
- ✓ **Voluntary redundancies** must be offered other than in special circumstances
- ✓ **Improved fleet operator auditing**
- ✓ **Future of work** consultation, training and protections
- ✓ **Better consultation provisions**
- ✓ **Introduction of paid women's advocate**

### TGE'S PAY OFFER

| TOTAL<br>Over 3 years                                                                                                    | Year 1: 3.5% (backdated to 1 <sup>st</sup> July 2026) |
|--------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|
| <b>10% base rate increase</b><br>+ \$1,500 Productivity Training allowance (worth at least 1%) - including owner drivers | Year 2: 3.5% (or CPI to 4%, whichever is higher)      |
|                                                                                                                          | Year 3: 3% (or CPI to 4%, whichever is higher)        |

At a time when the future direction of the company is uncertain, we have won vital job security guarantees.

*This result was possible because of the unity and strength delegates and members have shown.*

## WHAT'S NEXT?

The Agreement will be released for access to members

The Agreement will be put out to vote

Once approved, the EA will be registered in the Fair Work Commission before taking effect.

Begin enforcing agreement while we continue our plan to lift standards across the airport

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

[www.twu.com.au/join](http://www.twu.com.au/join)



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