

IN-PRINCIPLE AGREEMENT REACHED!



Congratulations to all TWU members for a historic win that lifts the Ceva EA up to the same level as other major transport companies.

HUGE WINS ACROSS THE BOARD

✓ WAGES AND SUPER INCREASES

- \$1500 sign on bonus + super – paid on Yes vote
- 1 April 2027 3.5% or CPI capped at 4%
- 1 April 2028 3.5% or CPI capped at 4.5% + 0.25% super
- 1 April 2029 3.5% or CPI capped at 4.5% + 0.25% super

✓ JOB SECURITY

- **Employee ratios:** agency casuals included, calculated site by site, Ceva must share data
- **Future of work** protections against AI and automation
- **Full utilisation** – Permanent workers prioritised for OT, public holidays and irregular weekend work. Protections against managers doing work that is covered by your agreement
- **Redundancy** - Ceva must offer voluntary redundancies first. 30km limit on moving jobs to other sites
- **Casual conversion** – No probationary period for Agency casuals when they convert to Ceva employment

✓ HEALTH AND SAFETY

- Health and Safety Reps have choice of training providers
- Mental Health First Aiders elected by members and receive First Aid allowance

✓ CONDITIONS

- **Parental leave:** 8 weeks paid leave primary carers, 4 weeks secondary carers
- **20 days** paid family and domestic violence leave
- **Cultural and religious leave**, public holidays can be swapped
- 3 days paid **community services** leave
- **Line Haul** drivers covered by agreement
- **Call out** allowance
- Shift loading paid on **RDOs**
- **Meal Allowance** paid at 2 hours overtime across whole day
- **New roles** to be advertised internally
- **Level 4** classification requirements improved
- Conversion to higher grade after 3 months performing **higher duties**

✓ YOUR VOICE AT WORK

- **Monthly** paid TWU yard meetings
- **State and National Consultative Committees** improvements to hold the company to account
- More delegates added to **negotiating committee** to represent growing numbers of members
- **1 Women's Representative** position per state
- **Campaign Delegates** leave to help lift standards across the industry
- **Status Quo** protection in Dispute resolution

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 road transport

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

www.twu.com.au/join



**JOIN
THE
TWU**

TWU VIC/TAS Richard Olsen **P:** 1300 727 614 **E:** info@twu.asn.au **W:** www.twu.asn.au

Authorised by Michael Kaine, National Secretary, Transport Workers' Union. Level 9, 447 Kent St, Sydney 2000 p(02) 8114 6500 twu@twu.com.au

