

HAWK WON'T CLOSE THE GAP, TIME TO TAKE ACTION

After five negotiating meetings with Hawk, management still has not put an offer on the table that delivers on your key claims or closes the gap with the rest of the industry.



HAWK'S WAGE OFFER

Year 1:	0%	For NSW Metcash workers
	8%	For Linehaul Roadtrain Drivers
	2.5%	All other workers
Year 2:	3%	+\$15/day flat "on shift" allowance to permanents (or \$75/week - approx 3%), continues in year 3
Year 3:	4%	

YOUR KEY CLAIMS

REJECTED

- ✗ 15% Superannuation
- ✗ Cultural & Religious Leave
- ✗ Mobile phone allowance
- ✗ Commitment to safer road transport industry

UNDER CONSIDERATION

- ⚙ Future of Work
- ⚙ Job security
- ⚙ Campaign Delegates Leave

PARTIALLY ACCEPTED

- ⚙ Parental leave: 2 extra weeks for primary, 1 extra for secondary
- ⚙ 12 days Domestic Violence Leave
- ⚙ Women's advocate: \$10 per week

ACCEPTED

- 👍 A National Agreement
- 👍 30 June expiry

Hawk has offered some improvements to leave entitlements, allowances and your agreement but these fall well short of what workers are fighting for. **With the ballot opening next week for protected industrial action, this is our opportunity to show Hawk that we are serious about closing the gap and winning a fair deal.**



VOTING OPENS
TUESDAY 22 SEPTEMBER
10AM AEST

**WHEN YOUR BALLOT ARRIVES,
VOTE 'YES' TO ALL QUESTIONS.**

BEING A TWU MEMBER ENSURES ANY ACTION YOU TAKE IS LEGALLY PROTECTED.

- ➔ If you're not a member, you cannot participate in protected action. Join today at twu.com.au/join
- ➔ Hawk cannot ignore us if we stand together. Ask your workmates to join the TWU to be part of the fight!
- ➔ Get ready to vote YES in the Protected Action Ballot.

The stronger our union, the stronger our negotiating power. Together, we can win a fair agreement at Hawk that will help lift standards across the entire industry.

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

www.twu.com.au/join



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