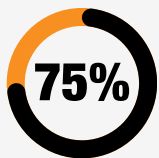


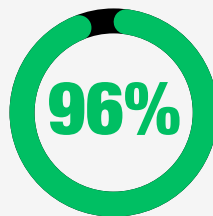
HUGE **YES** RESULT ON PROTECTED ACTION

Ceva members have **stood up** with overwhelming support to take protected industrial action if Ceva don't come to the table to settle a fair agreement.

You've sent a clear message to Ceva that workers are prepared to fight for a better deal. As a result, Ceva have agreed to **restart negotiations** (next meeting September 7 + 8).



**OF MEMBERS
VOTED**



VOTED YES

CEVA NEEDS TO DO BETTER.

Your member-led bargaining committee will be back at the bargaining table to take all steps to settle outstanding issues:

- | | |
|---|--|
| 1 Wage offer that closes the gap | 3 Better conditions including parental leave |
| 2 Protections from automation & AI | 4 Secure jobs + Same Job Same Pay for warehouse workers |

Until these issues are addressed, the job security of every Ceva worker is on the line.

We MUST use our collective power to lift wages and conditions.

NEXT STEPS

- ▶ **We will be in touch** for next steps and updates after our negotiation meeting next week.
- ▶ **Attend yard meetings** to keep updated.
- ▶ **Join the TWU today.** To take part in protected industrial action, you **MUST** be a TWU member.

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

If you want to take action, and aren't a member yet, **click here** to join now or scan the QR code.

