TWU Carrying Australia

HAWK UPDATE
NOVEMBER 2026

IN-PRINCIPLE AGREEMENT REACHED!



A massive congratulations to all members for standing together as one and locking in a strong in-principle agreement with Hawk after putting huge pressure on the company at the negotiating table.

UNION WINS

PAY INCREASES - ALL CASUALS & PERMANENT EMPLOYEES

Year 1:	**2.5%** backpaid to date of vote (except for Metcash drivers already on year 1)	**Year 2:**	**4%** from July 1 2027	**Year 3:**	**4.75%** + additional 0.5% super from 1 July 2028	**TOTAL INCREASE** Compounded over 3-years ↑ **11.66%**

PAY INCREASES - LINEHAUL ROAD TRAIN DRIVERS CPK RATES (CASUALS & FULL TIME)

Year 1:	**8%**	**Year 2:**	**4%** from July 1 2027	**Year 3:**	**4.75%** + additional 0.5% super from 1 July 2028	**TOTAL INCREASE** Compounded over 3-years ↑ **17.66%** + additional 0.5% Super for Road Train drivers

- **$299 upfront voucher payment for workers on Metcash contract in Sydney**
- **Metcash drivers will continue to receive overtime rates at 1.5x and 2x on their base rate**
- **New allowance for new Grade 4 (rigid) drivers on Inghams contract: $10 per day hand-unload allowance.**

MORE TWU WINS

- **One National Agreement** with a 30 June 2029 expiry date, aligning with the rest of the transport industry
- **Enhanced consultation requirements and processes**, including on Future of Work & introduction of new technologies
- **Status quo remains while matters are in dispute**
- **Enhanced redundancy protections & increased severance payment**
- Company to facilitate **TWU inductions for all new staff**
- Additional 2 days paid **Community Service Leave**
- **Enshrining tug driver payments in agreement**
- **Paid quarterly TWU yard meetings** (30 minutes)
- Additional 2 days **Family and Domestic Violence Leave** (in addition to 10 in legislation)
- **Parental leave -** additional 2 weeks at base pay for primary carer, 1 week for secondary, in addition to Government entitlement

WHAT'S NEXT?

1. The Agreement will be released for access to members
2. The Agreement will be put out to vote
3. Once approved, the EA will be registered in the Fair Work Commission before taking effect.
4. Begin enforcing agreement while we continue our plan to lift standards across transport

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

JOIN THE TWU

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