TWU Carrying Australia

HAWK UPDATE
NOVEMBER 2026

VOTE YES
ON YOUR ENTERPRISE AGREEMENT





A massive congratulations to all Hawk members for standing together as one and locking in the first-ever Hawk nationwide in-principle agreement!

Get ready to VOTE YES Fri 27th Nov.
You'll be able to access and review the agreement from this Thursday 19th Nov.

VOTE INFO

When

VOTING OPENS
Fri 27th Nov 9am

VOTING ENDS
Wed 2nd Dec 9am

How

- Voting will be conducted digitally (SMS, phone call or online).

VOTE YES TO LOCK IN:

Better pay and conditions

- **Casual and permanent workers:** 11.66% pay increase compounded over three years
- **Linhaul road train CPK rates (casuals & full-time):** 17.66% compounded over three years
- **Year 3:** 0.5% increase to super
- **Metcash drivers:** will continue to receive overtime rates at 1.5x and 2x on their base rate and $299 upfront voucher payment for workers on Metcash contract in Sydney
- **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**
- **Current Inghams drivers on rate 4** higher rate will be grandfathered.
- Improved Job Security
- Casual conversion after 5 1/2 months
- 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
2. The Agreement will be put out to vote
3. The EA will be registered in the FWC before taking effect.
4. Begin enforcing agreement while we continue our plan to lift standards

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

JOIN THE TWU

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