

# VOTE NO ON LINDSAY'S OFFER

You will have received a Factsheet from Lindsay containing a summary of the main points in the proposed EA, which has been submitted to you for consideration before voting between 14-17 June.

The Factsheet identifies "new" items that are contained within the agreement but we'd like to broaden the information that has been provided so you can make an informed judgement about any benefits to which you may be entitled.

## LINEHAUL DRIVERS

### What Lindsay says

Annual pay increases:  
2%, 1cpk or Award %  
increase

Extra week of annual  
leave for LH drivers

Safety and Compliance  
Bonus

Superannuation "increase"

Personal/Sick Leave no  
longer able to be cashed out

Sydney Market Deliveries  
payment of \$51.40 per delivery

### What it means

The Award percentage increase is included because the current cpk rates are so close to Award rates that if the Award rates were increased by more than 2%, your cpk rates may fall below the legislative minimum rates payable under the Award.

Clause 26(b) identifies that the LH driver must complete 24 weekend trips and 2 public holiday trips which will be assessed quarterly. Do you believe you will continue to be allocated weekend work following a quarterly assessment that identifies you are nearing the target of 24 weekends?

Compliance will be determined by management and there is no opportunity for a driver to challenge a finding of non-compliance.

This increase is to maintain compliance with the legislation which increases the superannuation guarantee contribution to 10% from 1 July 2021.

This is beneficial to LT as they will only need to pay for actual instances of personal leave taken.

Is this sufficient to cover the time spent by LH drivers at Sydney Markets?

Ballot opens 12pm AEST Mon 14 June, closes 12pm AEST Thurs 17 June - [Click here to find out how to VOTE NO!](#)



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## PUD DRIVERS AND DEPOT STAFF

### What Lindsay says

Annual pay increases:  
Highest of 2% or Award

Overtime Banking

200% of normal rate on Sundays  
for employees rostered to work  
ordinary hours.

Freezer Allowance

Sugar Cane Season  
Allowance

Superannuation "increase"

Personal/Sick Leave no  
longer able to be cashed out

Annual Leave – 5 weeks

### What it means

This clearly will not apply in 2021 as the rates table already appears in the agreement with a 2% increase applied. Also, the agreement prescribes rate increases for 2022 and 2023 only.

This is a new provision but it is cost neutral to LT.

This is because OT2 rates are less than the Award double time rate applicable to Sunday work.

This is a new provision that applies to Brisbane employees only. It is only payable for employees working in temperatures of -23.3°C or less. On the information provided to us, the LT freezers are set at -15°C to -18°C which means the allowance will not apply.

New allowance applicable to depot employees in Mareeba, Innisfail, Tully and Bundaberg who work until year end. There is insufficient detail as to whether this allowance is payable to drivers and depot employees and no definition around "year end".

This increase is to maintain compliance with the legislation which increases the superannuation guarantee contribution to 10% from 1 July 2021.

This is beneficial to LT as they will only need to pay for actual instances of personal leave taken.

The entitlement to an additional week of annual leave is subject to the employee working 48 Sundays and Public Holidays throughout the year which is a higher benchmark than the National Employment Standard. In any event, this benefit will not apply to day workers who perform ordinary hours on Sunday. See clause 20.13, then Schedule 2 clause 6.1(b), then clause 4.2.

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