

Dear TWU Member,

We, your National TWU Delegate Negotiating Committee, are taking the unusual step in writing to you all, the thousands of TWU members right across Australia. This is because negotiations with Toll have not delivered the outcomes you deserve. It is clear that action is required to force Toll to treat the workforce with respect.

Your negotiating committee recommends that we all prepare to take Protected Industrial Action.

It has now been over 24 months since our last pay increase. Since then we have worked through two cyber-attacks - where pay was regularly incorrect or late, changing managerial teams, sale speculation and delay, and have worked tirelessly through covid to keep Australia running and the company delivering on its contracts. But Toll has refused to acknowledge our commitment or treat us with respect.

Toll's shoddy offer threatens our pay and conditions, now and into the future. Here's how:

- No backpay, just a one off \$750.00 payment for 2020 inclusive of super
- No super increase and substandard pay increases (1.5% 2021, 1.75% 2022)
- Introduction of a "B" rate (Award +10%, basic super)
- Removal of overtime entitlements for part-timers
- Rejection of any ratios of full-time employment
- Refusal to commit to full utilisation provisions, which would protect our overtime over outside hire

This is dangerous for our job security.

With low paid workers coming in on "B" rates, a rejection of site rates for outside hire, no commitments to full-time jobs or full utilisation, and the removal of overtime entitlements for part-timers up to 38 hours, our jobs are under threat. If we allow this to happen, Toll will have a financial incentive to flood our yards with outside hire and a casualised, part-time workforce on far worse pay and conditions.

Toll has joined the race to the bottom on wages, job security and safety in transport. We must use the huge strength that we have across the country to fight this. When we stand together in our thousands, we win.

Delegates in all state branches have met in the last week and unanimously endorsed this course of action. In the coming weeks you will be asked to attend yard meetings to endorse moving towards Protected Industrial Action.

To take protected industrial action without fear of legal consequences you must be a member of the union. If your workmates are not members, they must join now to participate in the vote and action.

Now is the time to join. Now is the time to act. We must fight for our future at Toll.

In unity,

Your National TWU Delegate Negotiating Committee

