

Dear TWU Member,

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

As you should be aware, we've filed a Protected Action Ballot in the Fair Work Commission.

We've all contributed to StarTrack's strong profit levels over the last 18 months, while risking our lives in the middle of a pandemic to keep Australia running and the company delivering on its contracts. But StarTrack has refused to acknowledge our commitment or treat us with respect, presenting a pay offer that will mean nothing without conditions that will help keep our jobs secure.

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

- Refusal of a national agreement that would give us more collective power and strength
- An offer that fails to recognise all our hard work and no increases to super
- Changed start times to deliberately starve us of overtime
- Refusal to agree to expiry date of 30 June 2023 - we are strong when we are together and Startrack wants to keep us apart from each other and other transport workers
- Refusal to commit to protect our overtime over outside hire

This is dangerous for our job security.

With no commitments to protect our overtime over outside hire, no offer of backpay, and attempts to reduce our overtime, our jobs are under threat. StarTrack's offer won't matter when our overtime and hours can be reduced or we can be replaced by outside hire.

StarTrack 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 few weeks and unanimously endorsed this course of action. In the coming weeks you will be asked to vote in the Protected Action Ballot, as members in Toll are already doing.

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 StarTrack.

In unity,

Your National TWU Delegate Negotiating Committee

