



# JOB SECURITY STILL A CONCERN

Your TWU bargaining committee met with Bevchain on 6 and 7 Sept to progress your log of claims.

With the TWU Protected Action Ballot (PAB) opening on Wednesday 8 September, Bevchain came to the table with some improvements, **dropping the following claims:**

- Removal of custom and practice
- Attack on status quo
- "Flexible" working arrangements
- B-rates for new employees
- "Standardisation" of the classification structures
- Increases to the span of hours

While these concessions won by your negotiating committee are an important step forward, BevChain's position remains a concern.

## UNMET OR OUTSTANDING CLAIMS:

- ✗ **Job security - ratios** - introduction of site-by site ratios with safeguards to ensure enforcement, so that the company can't hide behind a national ratio. BevChain is increasingly using outside hire at cheaper rates to undermine rates/ conditions.
- ✗ **Job security - full utilisation** - ensuring BevChain employees are given work and offered overtime before sub-contractors are given additional loads
- ✗ **Superannuation pathway to 15%**
- ✗ **3% per year pay and allowance increase**, backdated to expiry of the last state agreement of 1 July 2020 - BevChain wants pay increases to align with its competitors and rejected backpay
- ✗ **BevChain wants a TWU commitment on industry competitiveness** – while we agree that BevChain should remain competitive, we can't have a race to the bottom. BevChain must maintain industry standards on rates, terms and conditions.

## WHAT HAPPENS NEXT?

There's a long way to go before we achieve a BevChain NEA that provides job security for members. With the PAB coming to a close and the recent industrial actions taken by TWU members in Toll, it's no surprise to see concessions in this round of bargaining.

## WHAT YOU CAN DO

- If you are not yet a member, join the TWU today! It's not too late to join the fight!
- If you haven't already, vote YES to all the questions in the ballot.
- If you've already voted, remind your workmates to do the same!

