



FAQ ON NEXT STEPS IN STARTRACK



Congratulations to Startrack TWU members from all over Australia who voted in the Protected Action Ballot (PAB) and sent a clear message: Startrack must come back to the bargaining table and resolve the outstanding claims.

There's a lot of misinformation from management causing confusion. This Q&A addresses some of the questions many of you have been asking:

Q. Why is the company saying TWU members lost the ballot?

A. This is a standard management tactic to confuse workers about the ballot outcome, and to try and divide the site into union and non-union workers. But here are the facts:

- The ballot was held as per legal requirements
- To win you need over 50% of union members to vote and at least a 50% YES vote for each question
- A huge 70% voted, with a YES vote that ranged from 86%-90% for the 14 questions - a result result declared successful by the ballot company.
- The highest no vote of the 14 questions was just 155 votes against an overtime ban

Toll management tried to make a similar claim in their recent ballots before they hugely underestimated the number of workers across the country who then participated in a 24-hour strike across the country.

Q. Why do workers strike?

A. The current rules for bargaining are set out in the Fair Work Act. Often companies and workers reach a stalemate in negotiations so workers have the legal right to take industrial action to pressure the company to reach a fair agreement. This right was won over many years by unionised workers.

Without this legally protected right, bosses have an unfair advantage, like the ability to pressure workers through 1:1 meetings, tool box sessions, BBQs, communications and newsletters, enticements and even sometimes threats around job security and contracts.

TYPES OF ACTION INCLUDE

- stop work meetings
- strikes
- bans.

Q. What do we know about StarTrack management?

A. Historically StarTrack management has had a high level of disputation with workers in bargains, as well as in TNT prior to that. There is a clear pattern of adversarial behaviour which focusses on dividing workers rather than sitting down to resolve genuine issues.

Q. Why are Startrack workers thinking about striking?

A. This is never a decision workers takes lightly, but thousands of workers' job security, pay and conditions are on the line despite huge covid profits.

We also know that any wage offer means nothing if outside hire floods the workplace stealing your overtime.

Even if StarTrack offers backpay, it's not enough without secure jobs.

To stop this, members endorsed going to a PAB, and won it when StarTrack still didn't take your claims seriously. If StarTrack doesn't come back with a fair agreement, members say it is now time to take action.

STARTRACK'S BARGAINING HISTORY

1. Drag out negotiations
2. Offer some form of backpay to get workers to sign an agreement

Q. What does “protected action” mean, and how do we take protected action?

A. It means exactly that: any action is legally protected. TWU members have bargained for a fair deal in good faith, and all requirements of the Fair Work Act to hold a PAB and provide notice have been completed. **This is what happens next:**

1. Management invited back to the table in crisis talks to try and reach agreement.
2. Delegates and members meet regularly to discuss and vote on whether action should occur, what type and why, and what it looks like on each site to ensure it's effective and moves the company closer to settlement
3. If members choose to take action, TWU notifies company with three days' notice as laws require
4. From then, Startrack legally cannot take any adverse action against any striking union member in any way
5. StarTrack may consider locking staff out, but this would be a huge overreaction and it's difficult to see how the company could continue operations with well over two thirds of its operation not working. It's a common threat used by management but very rarely followed through on - delegates will discuss this further with all workers ahead of any action.

Q. How will the company respond?

We will see more of the same tactics:

- Communications designed to confuse but never answer the real claims
- Allegations about the union's conduct
- Propaganda about union leadership
- Restricted or denied access to union officials and delegates
- 1:1 meetings with delegates and members, and group meetings outside of formal negotiations
- If members go ahead with action, Startrack will likely ask workers to complete forms on whether they will take action. **You do not have to complete any such form ahead of action and if you are asked to, contact your delegate and organiser right away.**
- Management may try and pit sites and states against one another saying one is wanting to settle or that they somehow disagree.

If you are threatened or management says anything to dissuade action, notify your delegate and organiser immediately. This is what happens when management doesn't feel in control.

You have already overcome these tactics as seen by the amazing PAB results. We know that the end result is to settle on a fair agreement, not play games.

Q. Why are other transport companies fighting?

A. Delegates from other companies send their solidarity and support. We are seeing similar fights in Toll and FedEx around job security, and each group of workers is standing firm. We've seen strikes already in Toll that have brought management back to the table and won key concessions. FedEx, Linfox and BevChain members are currently voting in their PABs.

Q. If TWU members are taking action, can I join now and participate?

Yes, we have had mass increase in membership due to the interest in the campaign to save jobs. If you join the TWU before any potential upcoming action, you can lawfully participate with your co-members.

THE MESSAGE TO STARTRACK IS CLEAR: JOB SECURITY AND FAIR PAY AND CONDITIONS ARE NOT UP FOR DEBATE.

