



JOB SECURITY STILL A CONCERN

Your TWU bargaining committee met with Linfox on 2 and 3 Sept to progress your log of claims.

With the TWU Protected Action Ballot (PAB) opening on Friday 10 September, Linfox came to the table with some improvements, and dropped the following claims:

- > Custom and practice
- > Attack on status quo
- > "Flexible" working arrangements
- > B-rates for new employees
- > Standardisation of the classification structures (TISA)
- > Increases to the span of hours

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

UNMET OR OUTSTANDING CLAIMS:

- ✗ **Job security - ratios** - Including site-by-site ratio of at least **80% Linfox employees** with safeguards to ensure enforcement, so that the company can't hide behind a national ratio. Linfox is increasingly using outside hire at cheaper rates to undermine rates and conditions.
- ✗ **Job security - auditing of outside hire** - Despite numerous requests, Linfox refuses to conduct proper audits of outside hire rates and conditions. This must be fixed to prevent undercutting and unsafe practices.
- ✗ **Superannuation to 15%**
- ✗ **3% per year pay and allowance increase**, backdated to the expiry of the last NEA on 1 July 2020 - Linfox wants pay increases to align with its competitors and rejected backpay
- ✗ **Linfox wants a TWU commitment on industry competitiveness** – while we agree that Linfox should remain competitive, we can't have a race to the bottom. Linfox must maintain industry standards when it comes to rates, terms and conditions.

WHAT HAPPENS NEXT?

There's a long way to go before we achieve a Linfox NEA that provides job security for members. With the PAB just around the corner 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 TWU today! It's not too late to join the fight!
- > Already a TWU member but didn't get your PAB notice? Speak to your TWU delegate or organiser.
- > On Friday, 10th September – Vote YES to all the questions in the ballot.



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