



LAST CHANCE TO VOTE

We know it will take a strong, united fight to get StarTrack to settle a fair agreement. The ballot closes at 5pm AEST. If you haven't voted yet, make sure you join TWU members from around the country. Every vote counts.

Protected Action Ballots and potential actions are not decisions that a workforce makes lightly. But StarTrack's actions to date have led us here to stand up together and fight back across the country:

THIS IS HOW WE GOT HERE:

- Startrack **deliberately held up negotiations**, but members petitioned together nationally and successfully got Startrack to the bargaining table
- Startrack then attempted to **slash penalty rates** in bargaining – we stuck together and fought off the claim
- Startrack continues to **focus on propaganda** rather than addressing our genuine claims at the table
- Startrack has **attempted to ban permitted officials on site** and silence the union – this tactic hasn't worked
- Startrack **contested the PAB process** in the FWC – we won that fight and are now running our PAB

It is clear that StarTrack will not provide much-needed guarantees on outstanding issues unless it is made to.

Welcome to the many new StarTrack TWU members who have recently joined to become part of this fight. We are stronger when we are together. Every vote is vital to send StarTrack the message that these outstanding claim items must be addressed:

STARTRACK HAS REJECTED:

- ✗ Over 14 claims around protecting **job security** in light of significant increases outside hire
- ✗ **Start times**, meaning pre-shift overtime can be robbed from workers
- ✗ Any **2020 backpay**, instead delivering a wage freeze
- ✗ Any commitment to **lift superannuation**
- ✗ Our proposal for a plan to support **women** and people suffering **mental health issues**
- ✗ Pandemic leave, family & domestic violence, volunteer leave, disaster leave and defence leave

To vote, follow the link that was emailed/SMS'd to you on 24 August. If you have any questions, ask your delegate or organiser or [click here for instructions](#).

