

## IN-PRINCIPLE AGREEMENT REACHED



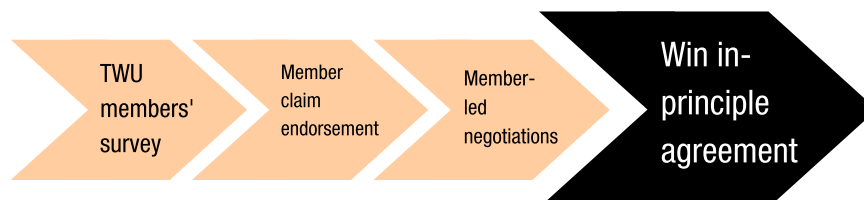
After 6 months of negotiations your TWU member-led negotiating team has reached an in-principle agreement with Ceva for a new Enterprise Agreement. Congratulations to each and every member for standing strong and united through some difficult months. This agreement is a major triumph considering Ceva initially commenced bargaining by rejecting all of your claims, and proposed a four-year agreement with a wage offer of only 1.05% per year.

### KEY WINS

- ✓ **2% increase** to wages and allowances backdated to 1 April 2021
- ✓ **2% increase** to wages and allowances from 1 April 2022
- ✓ **2% increase** to wages and allowances from 1 April 2023
- ✓ **Agreement expiry** 30 June 2023, which allows us to be part of the industry fight
- ✓ **Higher duties** to be paid for the full day
- ✓ 2 days' paid **family and domestic violence leave**
- ✓ **Boot reimbursement** increased to \$160.00
- ✓ Quarterly **paid union meetings**
- ✓ 2 days **personal leave** without requiring a certificate
- ✓ **All existing conditions** maintained despite Ceva's attempts to bring them backwards

### NEXT STEPS

- ▶ The agreed changes will be made to the Agreement
- ▶ State delegates' meetings to endorse the agreement
- ▶ Agreement will be put to members to vote



**TOGETHER, WE ARE STRONGER.**  
**JOIN NOW FOR A BETTER FUTURE.**

[www.twu.com.au/join](http://www.twu.com.au/join)

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