

24 HOUR STRIKE TO GO AHEAD - TRUTH BEHIND THE FEDEX 'OFFER'

Late at the bargaining table yesterday and through a flyer overnight FedEx have tabled an unacceptable pay and expiry offer. They have also refused to come back to the negotiating table today, instead trying to strong arm the workforce into a sub standard deal.

When thousands of members unanimously endorsed the TWU claim earlier this year the instructions to the member led bargaining committee were clear:

- ✗ **2020 pay** - Secure a payment that recognises hard work in 2020 that drove significant company profits (claim not met)
- ✗ **Fair pay** - Pathway to catch up with base pay of major competitors (claim not met)

- ✓ **Job security** - including ratios, enforceable site rates and full utilisation provisions (claim met)
- ✗ **Fair super** (claim not met)
- ✗ **Common expiry 30 June 2023** – (claim not met)

TRUTH BEHIND THE FEDEX OFFER

The offer put out by FedEx does not get you closer to parity with base rate of your competitors Toll, Global Express, Linfox or StarTrack. Instead FedEx has stolen your increase from 2020 and wants to give it back to you in 2023. This is a dishonest sleight of hand.

Even worse, this current offer pushes the agreement expiry back to 30 June 2024, which would take you out of alignment with the other major transport agreements, despite years of fighting to win it. This is a deliberate tactic from the new FedEx management to take you out of any industry fights to improve your pay, conditions and safety side by side with other transport workers. Strength comes from collective industry power, so delegates and members can see through what FedEx are trying to do here.

This heavy-handed approach is consistent with FedEx globally. The message from delegates and members is that these tactics won't work in Australia. **This pay and expiry offer was unanimously rejected by the national delegate group last night and discussions will be held on site.**

It is true that significant progress has been made on the deal. But this has occurred each time the workforce has come together and taken collective action.

AFTER PAB - 97% YES VOTE

Won – Fatigue Management, Family and Domestic Violence Leave, Mental Health provisions and first pay offer



AFTER STRIKE #1

Won – Industry best outside hire ratios, full utilisation, improved consultation and improved delegates rights

FedEx's current offer is not good enough, and the 24-hour strike will go ahead on Monday from 1am. Our message to FedEx is clear: bargaining does not happen through flyers but through respectful conversations with your elected member led bargaining committee. Stop delaying and get this deal done.

There will also be a mass meeting over Zoom on Monday. Registration details to come.

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