

IN-PRINCIPLE AGREEMENT REACHED



Congratulations to each and every member for standing strong and united through some difficult months. This is a major triumph, coming from some of the worst attacks on job security in the industry to an agreement offer with enhanced job security protections, all while going through the turmoil of being split off from Toll. Not only did you fight off attacks on your market-leading agreement, you have improved on the last agreement. On top of that, you have secured a 15% superannuation offer - the first in the industry along with Toll. **This is a moment in time for all TWU members and a fantastic achievement for every Global Express worker.**

KEY WINS THROUGHOUT THIS CAMPAIGN

- ✓ Getting "**B rates**" (which would have undermined your job security) completely taken off the table
- ✓ Fighting off **fixed term contracts** as well as **attacks on overtime** for part timers
- ✓ Getting Toll to sign a **transfer deed**, so that your pay and conditions were safe as you moved across to Global Express
- ✓ **Improved redundancy process** to provide lasting security
- ✓ **15% superannuation** back-paid to 1 July 2021 - Global Express workers join Toll to be the first in the industry on 15% super, which is crucial in lifting standards right across the industry
- ✓ **Wages:** 2.5% increase from 1 July 2021, 3% (or CPI) from 1 July 2022 until end of the agreement
- ✓ **Outside hire ratios** - guaranteed 60% of all work to be given to employees and owner drivers before outside hire, with pathway to 70% in life of agreement and site by site consultation for any changes to ratio
- ✓ **Improved auditing provisions** for outside hire, to be reviewed by local Safe Rates committees
- ✓ **Improved consultation provisions** to give you more power in your yards
- ✓ **Full utilisation** of employees and owner drivers before outside hire
- ✓ **Local agreement** process in place

NEXT STEPS

- ▶ Yard meetings to discuss the endorsed offer with members across the country

The vast improvements on Global Express' original shoddy offer in just 6 weeks since Allegro took over shows **the power of taking action. We would not be here if not for all of you standing together across the country. Your hard work has led to an offer that locks in key job security wins, as well as fair pay and super increases, giving you certainty before we're back at the bargaining table in just 18 months.**