



IN-PRINCIPLE AGREEMENT REACHED

After national delegates unanimously endorsed a national strike at midday AEST Friday, the company put a revised offer to the bargaining committee later that day, which has now been endorsed by your delegates. 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 with enhanced job security protections. **This is a moment in time for all TWU members and a fantastic achievement for every Linfox worker.**

KEY WINS THROUGHOUT THIS CAMPAIGN

- ✓ Getting **"B" rates** (which would have undermined your job security) completely taken off the table
- ✓ **Job security** improvements including minimum enforceable rates, full utilisation + outside hire ratios
- ✓ **Wages** - \$1000 payment for full-timers and casuals working full time equivalent hours, \$750 for part timers, and \$500 for casuals not working full time equivalent hours (paid in Dec 2021); 2.5% increase backdated to July 1 2021 (likely payable January 2022), 2.5% increase in July 2022
- ✓ **Superannuation** - 0.25% increase backdated to July 1 2021, 0.25% increase paid July 1 2022, bringing you to 15% super in 2022 in line with Toll and Global Express
- ✓ **Agreement expiry date of 30 June 2023** to enable us to remain part of the industry fight
- ✓ Stronger **disputes** and **consultation** provisions
- ✓ More **union meetings**
- ✓ **Fighting off Linfox's attacks** on status quo, "flexible" working arrangements and increases to the span of hours
- ✓ Pathway to **direct employment** for labour hire
- ✓ Significant changes to the **MT Data policy**, addressing driver concerns

NEXT STEPS

- ▶ State delegates' meetings to endorse the agreement
- ▶ Yard meetings to discuss the endorsed offer with members across the country

The vast improvements on Linfox's original shoddy offer show **the power of standing together**. We would not be here if not for all of you uniting 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.

TWU members' survey

Member claim endorsement

Member-led negotiations

Ballot for protected action

Consider taking action

Win in-principle agreement