



TIME FOR STARTRACK TO COME BACK TO THE TABLE

Congratulations to the hundreds and hundreds of TWU members who took a second round of massive strike action yesterday. We're hearing reports of the impact the strikes have had on the company and through the media. You showed your unity and strength. **Now it's time for the company to stop playing games and come back to the table to finalise settlement.**

Since bargaining started your member-led bargaining committee has secured these improvements:

KEY WINS

- ✓ **Fought off attacks on job security** including plan to bring in a part-time workforce paid below award conditions to avoid giving overtime to full-time workers
- ✓ **Job Security:**
 - Site rates + cost recovery for outside/labour hire
 - Casual conversions for labour hire
 - Casual conversion period shorter for directly hired workers
 - Full utilisation provisions extended across the country to protect and provide secure overtime
 - Union inductions for outside hire/labour hire
 - Company must consult with the TWU/members before any outsourcing of workers, giving us the opportunity to stop that from happening
- ✓ Greater recognition of **workplace representation** by TWU Delegates
- ✓ Strengthened **consultation** requirements
- ✓ **Mental health detection training** for all TWU delegates.
- ✓ **Removal of warning letters** from employment records after a period of time

As a result of 2 x 24-hour strikes StarTrack has written to the union conceding on key job security items:

- Greater consultation/information-sharing with the TWU and Delegates around the use of outside hire
- Contractual obligations being placed upon outside hire operators to ensure they are held to account for the promises StarTrack has made
- Strong auditing provisions

This represents significant progress. The company must actually meet with your elected committee to talk through this offer if they are genuine about finalising it. Bargaining does not happen through flyers and the media. It happens at the bargaining table.

STARTRACK KNOW THAT THE OUTSTANDING ISSUES ARE:

- Job security - lock in key concessions
- One national agreement with a common expiry
- Stronger disputes procedure
- Recognition for work done during Covid

It's time for StarTrack to stop drawing out this dispute for workers and clients. There's no action scheduled for Monday but delegates will discuss with you about alternatives to bring this deal home.