



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 the first agreement offer with enhanced job security protections, all while going through the turmoil of the business being split and half sold off. Not only did you fight off Toll's attack on your market-leading agreement, you have improved on the last agreement. On top of that, you have secured an industry-first 15% superannuation offer. This is a moment in time for all TWU members and a fantastic achievement for every Toll worker. **The agreement will now go to delegates for endorsement this Friday.**

KEY WINS THROUGHOUT THIS CAMPAIGN

- ✓ Getting "B rates" (which would have undermined your job security) completely taken off the table
- ✓ **Bringing Toll back to the bargaining table** after the split with Global Express, despite great reluctance on Toll's part
- ✓ **A fair redundancy selection process** to provide lasting security to loyal Toll employees
- ✓ **Overtime Sunday penalty rates** to be paid at double time nationally
- ✓ **15% superannuation** - Toll workers are the first in the industry to be on 15% super, which is crucial in lifting standards right across the industry
- ✓ **Wages:** 2.75% increase from 1 July 2021, 2.75% (or CPI up to a max of 4%) from 1 July 2022 until the end of the agreement
- ✓ **Outside hire ratios** - guaranteed 60% of all work to be given to employees and owner drivers before outside hire
- ✓ **Site rates** for fleet owners and outside hire
- ✓ **Improved auditing provisions** for outside hire
- ✓ **Improved consultation provisions** to give you more power in your yards
- ✓ **Full utilisation** of employees and owner drivers before outside hire

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 Toll's original shoddy offer show 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.