



IN-PRINCIPLE AGREEMENT REACHED

After ACFS' proposed offer was strongly supported in all states, your bargaining committee has now met again with the company to complete the bargain, subject to drafting.

Congratulations on the unity and strength you've shown during this fight. By fighting together you've won an improved agreement and fought off any attacks to key conditions like crib breaks.

The agreement will now go to members for endorsement.

KEY WINS DURING THIS CAMPAIGN

- ✓ **No loss to any existing conditions**, like crib breaks
- ✓ **Wages:** 2% increase for period 1 Sept 20 - 30 Aug 21 (1.1% already paid for 1 May 21 onwards); 3% increase in 2021-22 (6% for SA to help close the gap), 3% increase in 2022-23
- ✓ **E-solutions NSW** - 2% increase for period 1 Sept 20 - 30 Aug 21 (1.1% already paid for 1 May 21 onwards), 7% increase in 2021-22, 3% + close the gap for parity in 2022-2023
- ✓ **June 2023 agreement expiry** to enable us to remain part of the industry fight
- ✓ **Super** to be 0.5% above Superannuation Contribution Guarantee
- ✓ **5 days' paid leave for secondary caregivers** (non-birthing parent) upon birth of new child
- ✓ **A new mental health plan** to support workers
- ✓ **Paid mandatory govt. isolation** of 14 days if exposed to covid during work, and paid days off while awaiting test results
- ✓ **Community leave eg.** domestic + family violence leave
- ✓ **Upgrade to grading** (Grade 8 for Reach stackers, MT forks, Taut Liners)
- ✓ **Defibrillators** to be installed and staff to be trained at every site
- ✓ **Criteria/qualification for higher grade** – if employee performs 4 out of 5 days over 4 weeks, they'll automatically qualify for higher grade
- ✓ Wording to better address **pay errors**
- ✓ Delegates industry **campaign leave**

NEXT STEPS

- ▶ Member yard meetings to endorse the agreement
- ▶ Company will then put out to full vote and send to FWC for approval

