



# 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
- ✓ **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

