

## VOTING ON YOUR AGREEMENT HAS BEGUN

Electronic voting for your new Enterprise Agreement (EA) has commenced. If you're unsure of how to vote, speak to your delegate.

The wins of the proposed agreement are a testament to the strength of your fight as a collective. Here's a look back at what we've won.



**Vote closes**  
COB Thurs 23 Dec

## 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
- ✓ **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

## VOTE OUTCOME AND NEXT STEPS

A successful yes vote means your pay increase backdated to 1 July will be processed at the end of January in accordance with Toll's payroll processing time.

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