

# VOTING ON YOUR AGREEMENT HAS BEGUN

In-person voting for your new Enterprise Agreement (EA) has commenced. If you're unsure of how to vote, speak to your manager.

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**  
**Fri 14 Jan**

## 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**

## VOTE OUTCOME AND NEXT STEPS

A successful yes vote means your backpay will be paid on 21 January.

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