

# YOUR RATES AND CONDITIONS VS MENZIES

Recently we showed you how your Enterprise Agreement is **barely above the Award**. The Award is the bare minimum of what you should be receiving. If we all stand together, we can fight for a **much better Agreement than the Award** that puts you in line with other TWU agreements in companies like Menzies.

	<b>YOUR RATES</b>	<b>THE AWARD (from Oct 2022)</b>	<b>MENZIES BRISBANE (from Jan 2023)</b>
<b>LEVEL 1</b>	\$24.26/hour	\$22.98/hour	<b>\$24.59/hour</b>
<b>LEVEL 2</b>	\$24.86/hour	\$23.09/hour	<b>\$24.71/hour</b>
<b>LEVEL 3</b>	\$25.61/hour	\$23.48/hour	<b>\$25.22/hour</b>

But even though your rates are comparable to Menzies, you're on a "rolled-up rate," which means you don't receive many of the penalties and allowances that Menzies workers get on top of their pay.

<b>YOUR PENALTIES</b>	<b>MENZIES PENALTIES</b>
No shift penalties	Workers are paid penalties <b>in addition</b> to their normal pay <ul style="list-style-type: none"> <li>• <b>On Sundays and public holidays</b> workers receive 200% of normal pay, and 250% on Christmas and Good Friday</li> <li>• 15% loading for all time worked on morning and afternoon shifts</li> <li>• 22.5% loading for all time worked on night shifts</li> </ul>
<b>Overtime</b> - only paid after 12 hours of work, not payable in all cases for split shifts	Overtime paid for <b>all time in excess of your daily rostered hours</b> , including shift extensions: 150% for the first two hours, and 200% from then on

We know how overworked and understaffed members are. You deserve job security, fair pay and conditions, and your TWU will be with you to fight for a union Agreement that puts you well above the Award.

## JOIN THE TWU TODAY

If we all stand together, we can achieve huge improvements to job security, pay and conditions as aviation recovers. **We need everyone in the union to win the best outcome. If you're not a member, [click here to join now.](#)**