

# 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.

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

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.

YOUR PENALTIES	MENZIES PENALTIES
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.](#)**