

UPDATE ON BARGAINING

Your member-led committee met again with Menzies this week to continue bargaining. Though we've made progress, there is still significant work to do. **Here's where we're at:**



CLAIMS WE'VE WON

- ✓ **Higher duties clause** with progression after 6 months of continuous work
- ✓ **Enhanced consultation rights** to give us more power in the workplace
- ✓ **Delegates leave** ensuring more training for your delegates to protect your rights
- ✓ **Job security protections** - Menzies has agreed to insource its ground operations that are currently outsourced during the life of the EA
- ✓ **Minimum hours to be increased** to 24 per week averaged over 2 weeks
- ✓ Menzies has withdrawn a claim that would drastically reducing **workers' compensation payments**
- ✓ **Inductions clause** to build our union power in the workplace

These wins show that we have power when we stand together, but we still have a long way to go. **Here's what we're still fighting for.**

MENZIES CLAIM	WE'RE FIGHTING FOR
✗ 9% pay rise over 3 years, inclusive of super, which would bring down your pay closer to the Award	▶ 4.5% pay rise per year , as well as 1% increase to superannuation each year of the Agreement
✗ Reducing your minimum shift hours to 6	▶ Minimum hours not to fall below 7.6 per shift
✗ Conversion of part-time to permanent full time only after an employee works 1786 hours over 47 weeks, and only if we reduce minimum shift hours to 6	▶ Part-time employees to be offered permanent full-time employment after 1645 hours

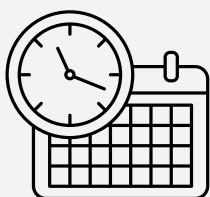
MENZIES CLAIM	WE'RE FIGHTING FOR
<p>✗ Restrictions on payment of overtime</p>	<p>▶ Though there is some movement from Menzies on payment of overtime, the TWU is still fighting for overtime to be paid for:</p> <ul style="list-style-type: none"> • all time after a shift length of 7.6 hours • all hours outside rostered hours • all shift extensions
<p>✗ Cap of 3 delegates per port, as well as only 3 to be allowed paid leave for TWU training</p>	<p>▶ 5 delegates per port, and for them to be able to access paid leave for delegate training to better protect your rights</p>
<p>✗ Annual leave clause to remain</p>	<p>▶ Excessive leave accruals to be dealt with in accordance with Award provisions</p>

CLAIMS STILL IN DISCUSSION

- **Multi-start shift allowance** clause
- **Casual conversions** to permanent part time or full time
- **Personal leave** provisions
- Amount of **paid delegates' leave**

The TWU has also withdrawn several claims, and moved on others, to show we are bargaining in good faith. Menzies must meet workers halfway and come back to the table with a fair offer that provides a decent pay increase and job security.

WHAT HAPPENS NEXT?



- ▶ Delegates and organisers will hold **report-back meetings** across the country over the next two weeks to discuss what happened in bargaining

NOW IS THE TIME TO JOIN

Only by standing together can we win a fair agreement. If you're not a member, [click here](#) or scan the QR code to join.

