

MASSIVE WIN: IN-PRINCIPLE AGREEMENT REACHED



After your delegates endorsed moving to a Protected Action Ballot, Menzies returned to bargaining with a much-improved offer, which your member-led team has now endorsed. For more info speak to your delegate.

Congratulations to the members across the country for standing as one. This result was possible because of the unity and strength delegates and members have shown.

OUR KEY WINS

- ✓ **3% backpay** to Jan 2021, **4% pay increase** from Jan 2022, **4% increase** Jan 2023
- ✓ **Superannuation** to remain 0.5% above government guarantee
- ✓ **Agreement expiry** Dec 2023 so we remain in the industry fight
- ✓ **Higher duties clause** with progression after 6 months of continuous work
- ✓ **Overtime:** anything outside rostered hours for part-time workers will be paid as overtime
- ✓ **Multi-start shift allowance**
- ✓ **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
- ✓ **Fought back** against attacks on workers' compensation
- ✓ **Inductions clause** to build our union power in the workplace

NEXT STEPS

- ▶ Meetings to discuss the endorsed offer with members
- ▶ Once endorsed the Agreement will go to the Fair Work Commission for approval

The vast improvements on Menzies' original offer shows **the power of taking action. We would not be here if not for all of you standing together.**

