

RIVET ENERGY REFUSES TO IMPROVE OFFER



Your member-led TWU negotiating team met with Rivet Energy Management on 11 August 2022 in Victoria and have since had a further conversation with the company to clarify our position. **The company's wage offer takes your pay and conditions backwards.**

Our core claims include:

1. A **3 year agreement expiring in July 2024** to ensure we stay in the fight for a safer and fairer transport industry.
2. **4% increases** per year backdated to August 2021.
3. **1% increases to our superannuation** each year of the agreement.
4. **Annual leave** accruals to be no lower than **10 weeks** for shift workers and 8 weeks or pro-rata equivalent for all other workers.

| RIVET ENERGY PROPOSAL | TWU POSITION |
|----------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Increases from approval of the agreement of only 1% in year one, 1.5% in year two and 1.5% in year three.</p> | <p>The TWU have rejected Rivet's wage offer. With inflation so high and the cost of living soaring, this wage offer falls well below the industry standard and will mean your wages go backwards in real time.</p> |
| <p>No backpay to August 2021 – sign-on bonus to be offered.</p> | <p>We have not agreed to this claim and are awaiting details from the company about what the sign-on bonus will be before we come back to our yards for endorsement.</p> |
| <p>No increases to Superannuation above SGC.</p> | <p>This is contrary to the TWU claim and does not consider your plan for retirement.</p> |
| <p>The agreement commences operation 3 years from when it is approved by the FWC</p> | <p>The TWU has rejected this claim. The agreement must commence operation from the expiry of the last agreement and include back pay to remunerate you for your hard work during the pandemic and keep you in the industry fight.</p> |
| <p>Extending the agreement to include general freight with those workers performing that work on award rates and conditions.</p> | <p>This is unfair and is not currently in the scope of the agreement. If the company wishes to perform general freight work they must ensure that those workers are on comparable terms and conditions and that any worker who performs that work is treated fairly.</p> |

Our TWU team is working hard to get the best agreement for us that ensures we can continue to work in a safe, fair and sustainable way.

WHAT'S NEXT

- ▶ Your negotiating team are still in discussions with the company about **public holiday payments**. We will report back once a final position has been reached.
- ▶ Our next meeting with Rivet Energy is on **13 September 2022** in Melbourne.
- ▶ If you would like to discuss our claims further, please **contact your local TWU Delegate** or Official for more information.

GIVE YOUR OPINION

[Click here](#) and tell us what you think about Rivet's offer on the

TOGETHER, WE ARE STRONGER.
JOIN NOW FOR A BETTER FUTURE.

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