

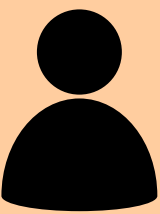
GRACE'S OFFER ATTACKS JOB SECURITY

Your TWU Team has been in negotiations with Grace Records Management for your new agreement. Despite months of negotiations, **Grace's latest offer still falls well short** of a fair deal.

Despite necessary concessions made to address your classification structure and move towards a system that works best for you and the Company, Grace has still come back with an offer that fails to properly recognise your hard work and dedication to the business over the past 2 years and **would see the introduction of a subclass of employees** required to work extraordinary "ordinary" hours.

We have told Grace that there can be no change to the ordinary hours clauses and the Company needs to consider your future, but they have returned with an offer that falls short.

TWU POSITION	GRACE'S OFFER
Increases to Super of 1% per year of the Agreement.	✗ Grace is refusing to increase your super in recognition of your hard work and to help you plan for your retirement.
No changes to span of ordinary hours and changes to start times	<ul style="list-style-type: none"> ✗ Include a clause that would see employees who started work on 18 Jan 2021 be required to work their ordinary hours Mon to Fri from 5am to 8pm. ✗ Make Saturday a normal day during "peak periods" as determined by them. This is a huge increase in the span of hours - new and some existing workers would be insufficiently rewarded for working afternoon shifts as those penalties will not apply. ✗ Right to change your starting time by the shift the night before without properly considering how this will impact on your home situation.
Increased annual leave loading to 25%	✗ This was initially agreed but has now been taken off the table with no improvements to be made to your annual leave loading
Job security clause that ensures your access to overtime and limits the use of labour hire	✗ This claim has been rejected. An alternate proposal has been put forward which does not guarantee your overtime and would allow the use of outside hire in a range of situations, many of which are very subjective
Wage increases and classifications: <ul style="list-style-type: none"> • 5% back pay from 1 Nov 2021 • 1 November 2022 employees move to the proposed structure on the proviso that all classifications are 15%-18% above the rate prescribed under the award for that classification. • On 1 November 2023 all rates increased by 4%. 	<ul style="list-style-type: none"> ✗ <ul style="list-style-type: none"> • 4% Back pay from Nov 2021 • 1 November classification structure to move but increases only 14%-18% above comparable award rate. • 1 Nov 2023 – 3.5% or 4% if CPI above 4%



CONTACT DETAILS

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We need everyone in the union to win the best outcome.

